

SUNY SCHENECTADY COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
April 20, 2026

MINUTES

TRUSTEES PRESENT: Renee Bradley, Ann Fleming Brown, Damonni Farley, Gary Hughes, Josh Johnson, Michael Karl, Margaret King, and Tina Chericoni Versaci

ALSO PRESENT: Dr. Steady Moono, President's Council, and other College faculty and staff

ABSENT: None

1) **WELCOME AND CALL TO ORDER**

Ann Fleming Brown called the meeting to order at 5:34 p.m.

2) **APPROVAL OF THE MINUTES OF THE REGULAR MEETING OF MARCH 16, 2026**

#26-037 **RESOLVED**, that the Minutes of the of March 16, 2026 meeting and consent agenda be approved as submitted and read; and be it further

RESOLVED, that the personnel items listed in the Consent Agenda be approved,

Upon motion by Trustee Hughes and seconded by Trustee Karl, the minutes and consent agenda were unanimously approved.

3) **CONSENT AGENDA**

#26-038A **SALARY ADJUSTMENT FOR RYAN DUNHAM, DIRECTOR OF TRIO (GRANT-SUPPORTED)**

WHEREAS, Academic Affairs has requested a salary adjustment for Ryan Dunham, Director of TRIO;

WHEREAS, this adjustment ensures alignment with the CADA agreement and the salaries of comparable director-level positions;

WHEREAS, this adjustment has no impact to the College's operating budget, as the salary and associated benefits are fully funded through the TRIO grant;

WHEREAS, the TRIO grant can support this salary adjustment;

NOW, THEREFORE, BE IT RESOLVED that the salary of Ryan Dunham be adjusted from \$55,000 to \$63,000, effective April 24, 2026 through August 31, 2026.

Informational Professional Development/Travel

J.P. Ciejka, Senior Computer Systems Analyst Programmer, to attend Ellucian Live Conference 2026, April 19-22, 2026, in Denver, CO.

Brian Kasler, Assistant Vice President of Administration, to attend Community College Business Officers Association (CCBOA) Conference, June 1-4, 2026, in Watkins Glen, NY.

Diane Molloy, CSTEP Director, to attend APACS Professional Development Conference, June 2-5, 2026, in Albany, NY (grant- supported).

Sarah Wilson Sparrow, Vice President of Workforce Development & Community Education and Maria Kotary, Associate for Workforce Development, to attend Marco Polo Program Abroad in Italy June 8-17, 2026.

Susanna Adams, ADA Transition Coordinator II, to attend the Association on Higher Education and Disability (AHEAD) Annual Conference, July 20-24, 2026 in Providence, RI (grant-supported).

4) **REPORT OF THE CHAIR**

REPORT FROM THE FOUNDATION

Presented by Vice Chair Tina Chericoni Versaci

Food for Thought & All That Jazz sponsorships and ticket sales are winding down but our volunteer auction committee is in full gear organizing items for display. This year we have an online auction happening now until April 24. You can take a look at those items, the menu and more using in the program book.

We anticipate 200 guests and revenue upwards of \$90,000 for the event. Thank you to all who have purchased a ticket.

Trustees and Foundation Board members are asked to arrive at the School of Music entryway for photos at 5pm. Instead of the Music parking lot, you may want to park in the main lot to avoid the long walk back at the end of the event.

On Thursday, April 23 at 4pm, we will dedicate the President's Terrace in memory of Dr. Gabe Basil. Please let the Foundation know if you will attend so we can plan accordingly.

Board Chair Ann Fleming Brown reported that the new President will be announced following the SUNY Board of Trustees meeting on April 28, 2026.

Board Chair Ann Fleming Brown provided a NYCCT Monthly Report.

#26-039 **SECOND AMENDMENT TO FOURTH AGREEMENT OF EMPLOYMENT – DR. STEADY H. MOONO, PRESIDENT**

WHEREAS, the Board of Trustees of SUNY Schenectady County Community College (the “Board”) and Steady H. Moono, Ed.D., the President of SUNY Schenectady (the “President”), are parties to a Fourth Employment Agreement, with a Term commencing on July 1, 2026 and ending on December 31, 2026, and a three-month Extension Term as Immediate Past President, commencing on January 1, 2027 and ending on March 31, 2027 (the “Fourth Agreement”); and

WHEREAS, the Board and President are parties to an Amendment to Fourth Agreement of Employment (“Fourth Agreement Amendment”) which provides that if SUNY Schenectady hires a new President to start their term on or before July 1, 2026, the President shall have the option to end his Term as President on June 30, 2026 (“Alternate Term”), and if he opts for the Alternate Term, his Extension Term as Immediate Past President will commence on July 1, 2026 and end on September 30, 2026 (“Alternate Extension Term”); and

WHEREAS, the terms and conditions of the President’s employment are contained within the Fourth Agreement, as amended by the Fourth Agreement Amendment; and

WHEREAS, the Board and the President have agreed to amend the Fourth Agreement, as amended by the Fourth Agreement Amendment, pursuant to a Second Amendment to the Fourth Agreement, to provide that the President shall continue his term as President from July 1, 2026 through July 14, 2026 (“Term”), and shall serve as the Immediate Past President for a three-month extension term commencing on July 15, 2026 and ending on October 14, 2026 (“Extension Term”); and

NOW THEREFORE, BE IT RESOLVED, that the Board of Trustees of SUNY Schenectady hereby adopts the Second Amendment to the Fourth Agreement of Employment for Dr. Steady H. Moono as President of Schenectady County Community College

Upon motion by Trustee Hughes and seconded by Trustee Karl, the resolution was unanimously approved.

#26-040

RESOLUTION HONORING RAY GILLEN FOR DISTINGUISHED SERVICE TO THE SUNY SCHENECTADY BOARD OF TRUSTEES

WHEREAS, Ray Gillen was appointed to the SUNY Schenectady County Community College Board of Trustees by the Governor of the State of New York in July 2008 and has served with distinction for more than fifteen years; and

WHEREAS, throughout his tenure as a Trustee, Mr. Gillen has provided steadfast leadership, strategic insight, and an unwavering commitment to the mission of the College, helping to guide SUNY Schenectady through periods of growth, transformation, and opportunity; and

WHEREAS, in his dual roles as Chairman of the Schenectady Metroplex Development Authority and County Commissioner of Economic Development and Planning, Mr. Gillen has been a powerful advocate for the College, ensuring its inclusion in critical city and county planning initiatives and regional revitalization strategies; and

WHEREAS, Mr. Gillen's leadership has been instrumental in securing local and state support for transformative projects such as the Center City redevelopment, the acquisition of strategically located properties near campus, and the planning and development of the new Aquatic Center— projects that have enhanced the College's visibility, accessibility, and long-term potential; and

WHEREAS, through his work with Metroplex and the broader business community, Mr. Gillen has helped foster a climate conducive to private investment and philanthropic support, strengthening the College's fundraising capacity and long-term sustainability; and

WHEREAS, Mr. Gillen's reputation for collaborative, results-driven leadership has elevated SUNY Schenectady's profile among community leaders, developers, and stakeholders, positioning the College as a central partner in the region's economic, civic, and workforce development efforts; and

WHEREAS, his vision for integrating economic development, infrastructure planning, and educational opportunity has advanced cross-sector collaboration, created new avenues for student engagement and experiential learning, and ensured that SUNY Schenectady remains adaptable and forward-looking; and

WHEREAS, Ray Gillen is widely recognized as a cornerstone of Schenectady County's civic infrastructure, and his public service has contributed significantly to downtown revitalization, workforce development, inclusive growth, and an enhanced quality of life for the entire community;

NOW, THEREFORE, BE IT RESOLVED, that the SUNY Schenectady County Community College Board of Trustees hereby expresses its deepest gratitude and sincere appreciation to Ray Gillen for his exemplary service, visionary leadership, and enduring dedication to the College; and

BE IT FURTHER RESOLVED, that the Board recognizes Mr. Gillen's profound and lasting impact on SUNY Schenectady, the City of Schenectady, and Schenectady County, and acknowledges that his advocacy and leadership have strengthened the College's role as a vital engine of education, opportunity, and regional development; and

BE IT FINALLY RESOLVED, that the Board extends its best wishes to Ray Gillen as he steps down from his service as Trustee, with gratitude for his remarkable contributions and with confidence that his legacy will continue to benefit SUNY Schenectady and the greater community for years to come.

Upon motion by Trustee King and seconded by Trustee Hughes, the resolution was unanimously approved.

#26-041 GRANTING OF EMERITUS STATUS

WHEREAS, the Faculty of SUNY Schenectady has requested that the Board of Trustees consider granting Emeritus Status to retiring Faculty members with 12 or more years of service to the College, and

WHEREAS, the Board of Trustees approved the recommendation to consider retiring Faculty members for such designation, per Resolution #11-155, dated October 24, 2011, which was amended June 16, 2014, in accordance with Resolution #14-116; and

WHEREAS, a listing of eligible retirees has been developed and a review of their service and accomplishments during their employment at SUNY Schenectady has been conducted, and

WHEREAS, recommendations have been made by members of the Faculty and the President of the College to grant individuals Emeritus Status, it is hereby

RESOLVED, that the Board of Trustees hereby grants the following individual posthumous Emeritus Status, in accordance with procedures adopted by the Board of Trustees, per Resolution #14-116:

- Geoffrey Welch, Professor, Liberal Arts

Upon motion by Trustee King and seconded by Trustee Hughes, the resolution was unanimously approved.

5) REPORT OF THE TREASURER

#26-042 APPROVAL FOR THE KEY BANK N.A. WARRANTS #27 THROUGH #30

WHEREAS, the Treasurer has reviewed Key Bank N.A. Warrants #27 through #30 and recommends payment of same, it is hereby

RESOLVED, that Key Bank N.A. Warrants #27 through #30 be hereby approved for payment.

Upon motion by Trustee Hughes and seconded by Trustee Karl, the resolution was unanimously approved.

#26-043 APPROVAL OF THE REPORT OF REVENUES AND EXPENDITURES FOR THE PERIOD ENDING MARCH 31, 2026

WHEREAS, the Board has received the Report of Revenues and Expenditures for the period ending March 31, 2026, as prepared by the Office of the Executive Vice President of Administration in advance of the meeting, it is hereby

RESOLVED, that the Report of Revenues and Expenditures for the period ending March 31, 2026, be accepted as received.

Upon motion by Trustee Farley and seconded by Trustee Hughes, the resolution was unanimously approved.

6) **PRESIDENT'S REPORT** – April 2026

Sarah Wilson-Sparrow, Vice President, Workforce Development & Community Education, presented about the Marco Polo Program Abroad in Italy.

7) **POLICIES**

#26-044 **APPROVAL OF REVISIONS TO POLICY 2.4: FAMILY AND MEDICAL LEAVE**

WHEREAS, the Office of Human Resources has conducted a comprehensive review of Policy 2.4: Family and Medical Leave to ensure compliance with applicable federal law and in support of the Middle States Accreditation Review Schedule approved by the Board of Trustees; and

WHEREAS, the proposed revisions align Policy 2.4 more closely with the federal Family and Medical Leave Act (FMLA) and recent guidance issued by the United States Department of Labor; and

WHEREAS, the revised policy clarifies employee eligibility requirements, specifying that an employee must have completed at least twelve (12) months of employment and one thousand two hundred fifty (1,250) hours of service prior to requesting FMLA leave; and

WHEREAS, the revisions further clarify the content and timing of the Notice of Determination provided to employees following an assessment of FMLA eligibility; and

WHEREAS, the updated policy explicitly requires employees to provide medical clearance (fitness-for-duty certification) prior to returning to work following FMLA leave taken for their own serious health condition; and

WHEREAS, the revisions also clarify that necessary travel time for medical appointments is included as part of FMLA leave, consistent with a recent Department of Labor interpretive decision; and

WHEREAS, the President has reviewed the proposed revisions as presented by the Executive Director for Human Resources and recommends approval;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of SUNY Schenectady County Community College hereby approves the revisions to Policy 2.4: Family and Medical Leave, as presented; and

BE IT FURTHER RESOLVED the revised policy shall take effect immediately upon adoption.

Upon motion by Trustee Farley and seconded by Trustee Hughes, the resolution was unanimously approved.

8) NEW JOB DESCRIPTIONS

#26-045 APPROVAL OF TITLES TO BE ADDED TO THE COLLEGE'S PROFESSIONAL SERVICE LISTING

WHEREAS, the College President has recommended the new titles listed below be included in the College's Professional Services Listing; and therefore, be it

RESOLVED, that the President be authorized to submit the following titles to the Chancellor of the State University of New York for inclusion in the Professional Service Listing for SUNY Schenectady effective immediately.

Corporate and Foundation Relations Officer
Alumni Relations and Scholarship Officer

Upon motion by Trustee King and seconded by Trustee Versaci, the resolution was unanimously approved.

Finance System Project Manager

Upon motion by Trustee Farley and seconded by Trustee Hughes, the resolution was unanimously approved.

9) PERSONNEL

#26-046 RESOLUTION TO APPOINT JOSEPH LAMALFA AS ASSISTANT DIRECTOR OF WORKFORCE DEVELOPMENT AND COMMUNITY EDUCATION – APPRENTICESHIP (WFD&CE)

WHEREAS, it has been recommended that Joseph LaMalfa be appointed as Assistant Director of Workforce Development & Community Education – Apprenticeship (WFD&CE) for the period April 21, 2026 through August 31,

2026, and

WHEREAS, Joseph LaMalfa has indicated that he will accept the position if offered by the Board of Trustees; and

WHEREAS, the President concurs with said recommendation, it is hereby

RESOLVED, that Joseph LaMalfa be awarded an appointment as Assistant Director of Workforce Development & Community Education – Apprenticeship (WFD&CE) at an annual prorated salary of \$50,000. This appointment is governed by the terms and conditions of employment as set forth by the personnel policies of the Board of Trustees and is consistent with the terms and conditions as set forth in the Union of Faculty and Professionals (UFP) Agreement.

Upon motion by Trustee Versaci and seconded by Trustee King, the resolution was unanimously approved.

#26-047

RESOLUTION TO APPOINT PETER GABAK AS VICE PRESIDENT OF DEVELOPMENT

WHEREAS, a national search was conducted for the position of Vice President of Development, with a search committee comprised of administrators, Foundation staff, Foundation Board members, and representatives from the President’s Office; and

WHEREAS, the search committee has recommended Mr. Peter Lewis Gabak as the most qualified candidate following a thorough and inclusive selection process; and

WHEREAS, Mr. Gabak possesses over 30 years of nonprofit experience, including more than 10 years in senior leadership roles, and over 21 years of experience in higher education; and

WHEREAS, Mr. Gabak currently serves as Executive Director of 518ElevatED and has demonstrated exceptional leadership in advancing educational access and fostering community partnerships; and

WHEREAS, Mr. Gabak holds an Associate degree from Cayuga Community College, a Bachelor’s degree from SUNY Oswego, and a Master’s degree from Syracuse University;

NOW, THEREFORE, BE IT RESOLVED, that the SUNY Schenectady Board of Trustees hereby approves the appointment of Mr. Peter Lewis Gabak as Vice President of Development at a prorated annual salary of \$105,000; and

BE IT FURTHER RESOLVED, that Mr. Peter Lewis Gabak be appointed April 30, 2026 to August 31, 2026. This appointment is consistent with the terms and

conditions of employment as set forth in the Board of Trustees, Policy 2.1 Administrative Staff (Unrepresented) and Policy 2.2 Temporary, Grant-Supported Staff Positions and Temporary Assignments; and

BE IT FURTHER RESOLVED, that the Board extends its full support and confidence in Mr. Gabak as he assumes this critical leadership role in advancing the mission of SUNY Schenectady.

Upon motion by Trustee King and seconded by Trustee Farley, the resolution was unanimously approved.

#26-048

RESOLUTION TO APPOINT CAITLIN TIFFANY AS BIOLOGY INSTRUCTOR

WHEREAS, it has been recommended that Caitlin Tiffany be appointed as Biology Instructor for the period August 17, 2026 through August 31, 2027, and

WHEREAS, Caitlin Tiffany has indicated that she will accept the position if offered by the Board of Trustees; and

WHEREAS, the President concurs with said recommendation, it is hereby

RESOLVED, that Caitlin Tiffany be awarded an appointment as Biology Instructor at an annual prorated salary of \$49,978. This appointment is governed by the terms and conditions of employment as set forth by the personnel policies of the Board of Trustees and is consistent with the terms and conditions as set forth in the Union of Faculty and Professionals (UFP) Agreement.

Upon motion by Trustee Hughes and seconded by Trustee Karl, the resolution was unanimously approved.

#26-049

FOUNDATION-FUNDED UNREPRESENTED ADMINISTRATIVE STAFF APPOINTMENTS FOR THE PERIOD OF SEPTEMBER 1, 2026 THROUGH AUGUST 31, 2027

WHEREAS, the Board of Trustees adopted a personnel policy which provides for roles of Temporary Appointments, Grant-Supported positions and Temporary Assignments; and

WHEREAS, the President has recommended appointments for eligible individuals, it is hereby,

RESOLVED, that the Board of Trustees hereby approves the following appointments, as listed below, in accordance with the policy on Temporary, Grant-Supported Staff Positions and Temporary Assignments for:

Sarah Boink, Corporate and Foundation Relations Officer at an annual prorated salary of \$68,000

Leanna Liuzzi, Alumni Relations and Scholarship Officer at an annual prorated salary of \$64,000

Upon motion by Trustee Hughes and seconded by Trustee Karl, the resolution was unanimously approved.

#26-050

RESOLUTION TO APPOINT AMIEE WARFIELD AS FINANCE SYSTEM PROJECT MANAGER

WHEREAS, Ms. Amiee Warfield is an unrepresented administrative staff member as the Controller and holds a Career Administrative appointment through August 31, 2026 in accordance with Board Policy 2.1; and

WHEREAS, SUNY Schenectady recognizes the critical importance of maintaining and enhancing its financial systems infrastructure; and

WHEREAS, the Banner system is central to the College's financial operations and requires experienced leadership to ensure its effective utilization and continued development; and

WHEREAS, Ms. Amiee Warfield possesses over 19 years of experience with the Banner system at SUNY Schenectady, along with demonstrated expertise in system reporting, configuration, and problem-solving; and

WHEREAS, Ms. Warfield has established strong collaborative relationships with Information Technology and campus stakeholders, contributing to operational efficiency and innovation;

NOW, THEREFORE, BE IT RESOLVED, that the SUNY Schenectady Board of Trustees hereby approves the appointment of Ms. Amiee Warfield as Finance System Project Manager for the period commencing September 1, 2026 and will continue to hold her Career Administrative appointment through August 31, 2027, subject to the terms and conditions as set forth in Board Policy 2.1 for Unrepresented Administrative Staff, at an annual prorated salary of \$85,000; and

BE IT FURTHER RESOLVED, that all leave accruals standing in the name of Ms. Amiee Warfield be carried over to the aforesaid appointment.

BE IT FURTHER RESOLVED, that this action is taken to ensure continuity of knowledge, support ongoing system improvements, and enhance the College's financial operations.

Upon motion by Trustee King and seconded by Trustee Farley, the resolution was unanimously approved.

10) **AUTHORIZATION TO CONFER DEGREES AND CERTIFICATES FOR MAY 2026 GRADUATES**

#26-051 **WHEREAS**, the Academic Senate voted on April 17, 2026, to recommend that each of the candidates listed on the graduation list provided by the Registrar’s Office be granted a degree or certificate as indicated therein, it is hereby

RESOLVED, that the President be authorized to confer at the Commencement Exercises scheduled for May 21, 2026, the degrees and certificates listed on the graduation list, as recommended by the Academic Senate.

Upon motion by Trustee Hughes and seconded by Trustee Karl, the resolution was unanimously approved.

**11) RESOLUTION TO RATIFY THE MEMORANDUM OF AGREEMENT
BETWEEN SUNY SCHENECTADY COUNTY COMMUNITY COLLEGE AND
UNION OF FACULTY AND PROFESSIONALS (UFP) FOR THE PERIOD
SEPTEMBER 1, 2020 THROUGH AUGUST 31, 2026**

#26-052 **WHEREAS**, the current agreement between the County of Schenectady and the SUNY Schenectady County Community College Union of Faculty and Professionals (UFP) expires on August 31, 2026, and

WHEREAS, the College President and UFP leadership discussed the benefits of postponing negotiations until after a newly selected President of the College is selected and has had several months to acclimate, and

WHEREAS, to facilitate such a mutually beneficial delay, the College President has approved a Memorandum of Agreement memorializing a one-year extension of the collective bargaining agreement with UFP until August 31, 2027; and

WHEREAS, all of the terms and provisions of the parties’ current collective bargaining agreement (2022-2026) shall remain in full force and effect unless changed, modified, or altered by this Memorandum of Agreement; and

WHEREAS, the terms of this Memorandum of Agreement, which has been ratified by the membership of UFP, shall not be effective unless they are approved and ratified by the County Legislature and the SUNY Schenectady County Community College’ Board of Trustees; and

RESOLVED, that the Board of Trustees hereby approves said extension as outlined in the Memorandum of Agreement, as attached hereto, and be it further

RESOLVED, that the College Attorney, Chair for the Board of Trustees, and the President of the College be hereby directed to present the Memorandum of Agreement to Schenectady County as a recommendation of the Board of Trustees for subsequent consideration and action by the County Legislature, and be it further

RESOLVED, if the Memorandum of Agreement is ratified by the County Legislature, the collective bargaining agreement with UFP shall be deemed

extended through August 31, 2027 in accordance with the terms of the Memorandum of Agreement.

Upon motion by Trustee Hughes and seconded by Trustee Karl, the resolution was unanimously approved.

12) RESOLUTION TO RATIFY THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE COUNTY OF SCHENECTADY FOR THE PERIOD JANUARY 1, 2026 THROUGH DECEMBER 31, 2029 WITH CSEA, LOCAL 1000, AFSCME, AFL-CIO (SCHENECTADY COUNTY UNIT, SCHENECTADY COUNTY LOCAL 885)

#26-053 WHEREAS, SUNY Schenectady, Schenectady County and the Civil Service Employees Association (CSEA) have reached an agreement for a four-year labor agreement that replaces an earlier one that expired on December 31, 2025, and

WHEREAS, the agreement provides a 3.5% wage increase retroactive to January 1, 2026 and a 3.5% wage increase in years 2027-2029; new health insurance cost-savings measures by increasing individual and family bonuses for those waiving health insurances to \$3,000 and \$6,000, respectively; increasing Co-Pay for Pro-Act Specialty Co-Pay Assistance Program from 20% to 30%; increasing Optical (Vision) Benefit from every two years to every one year; and a shift starting time change for college Facilities ground staff during the winter months; and

WHEREAS, the agreement also includes the implementation of mandating direct deposit for new employees; it is hereby

RESOLVED, that the SUNY Schenectady Board of Trustees hereby approve the CSEA agreement effective January 1, 2026 through December 31, 2029.

Upon motion by Trustee Hughes and seconded by Trustee Versaci, the resolution was unanimously approved.

13) ADJOURNMENT

The meeting was adjourned at 6:34 p.m.

Respectfully submitted,



Renee Bradley
Secretary
Board of Trustees

Recorded by:
Tiombé Tatum
Chief of Staff