

SUNY SCHENECTADY COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 19, 2024

MINUTES

TRUSTEES PRESENT: Ann Fleming Brown, Renee Bradley, Ray Gillen, Gary Hughes,
Michael Karl, and Margaret King

ALSO PRESENT: Dr. Steady Moono, Patrick Ryan, Tiombé Tatum, Nancy
Williamson, College Attorney, President's Council, and other
College faculty and staff

EXCUSED: Tina Chericoni Versaci

ABSENT: Damonni Farley

1) WELCOME AND CALL TO ORDER

Ann Fleming Brown called the meeting to order at 5:33 p.m.

2) **APPROVAL OF THE MINUTES OF THE REGULAR MEETING OF JUNE
17, 2024 AND CONSENT AGENDA**

RESOLVED, that the Minutes of the of June 17, 2024 meeting and consent
agenda be approved as submitted and read; and be it further

#24-108 RESOLVED, that the personnel items listed in the Consent Agenda be approved.

3) **CONSENT AGENDA**

**#24-108A TEMPORARY STIPEND FOR NICOLE GRANT TO MANAGE THE
DISTRIBUTION OF FOUNDATION SUPPORTED STUDENT
SCHOLARSHIPS**

WHEREAS, Nicole Grant has agreed to take on some additional duties in
support of the College; and

WHEREAS, oversight of these scholarships has been done through Academic
Advisement but recent personnel changes have given us the opportunity to realign
this under the Office of Financial Aid; and

WHEREAS, the scholarship program for students is a key priority of the SUNY Schenectady Foundation. During the 2022-2023 school year, the Foundation offered 224 scholarships, totaling \$341,469; and

WHEREAS, Nicole Grant, as the Assistant Director of Financial Aid and Access possesses the unique skill set and prerequisite knowledge to lead this effort; and

WHEREAS, the President has concurred with said recommendation, it is hereby

RESOLVED, that Nicole Grant will continue to receive her full salary from the Student Affairs operational budget but will receive a \$150 stipend per pay period through the Foundation effective from September 1, 2024 through August 31, 2025 with the possibility of renewal in subsequent academic years.

#24-108B

**RESOLUTION FOR A TEMPORARY SPECIAL
ASSIGNMENT FOR MARK EVANS TO PARTICIPATE AS
TRI-CHAIR FOR THE MIDDLE STATES SELF STUDY
TEAM**

WHEREAS, Mark Evans, Assistant Professor has agreed to take on the additional responsibilities and duties above and beyond his current position description as Assistant Professor; and

WHEREAS, Mark Evans, in collaboration with SUNY SCCC's Middle States Leadership Team, will bring the Self-Study Design document to completion including a full review by the Steering Committee, will run monthly meetings with the Steering Committee and additional meetings as determined by the Tri-Chairs and/or Drs. Clickner and Meachem, will meet with his designated Working Group(s) at the scheduled meetings, support Working Groups to ensure completion of Document Collection NLT Friday, December 20, will coordinate two campus-wide forums for Self-Study updates and to share knowledge of Middle States and the Self-Study process during the Fall semester, will attend the virtual Self-Study Institute (SSI) training provided by Middle States, schedule follow up meetings with the Tri-Chairs and Drs. Clickner and Meachem after each SSI session to debrief, will attend the MSCHE Annual Conference in Philadelphia, December 11-13, 2024, will post each Standard Working Group's evidence on the Middle States Self-Study Brightspace site.

and provide at least one update to the Board of Trustees by the end of the Fall 2024 semester, and

WHEREAS, the arrangement agreed to herein, shall not constitute evidence of any pattern or practice between the parties or be used as evidence in any future proceeding between the parties, and shall have no precedential value on any issue whatsoever; and

RESOLVED, that Mark Evans, Assistant Professor be compensated at a rate of \$4725, pending successful completion of the deliverables above as Tri-Chair of the Self-Study Team. The deliverables will be completed during the period of August 20, 2024 - December 20, 2024

#24-108C

**RESOLUTION FOR A TEMPORARY SPECIAL
ASSIGNMENT FOR CAYLA GAWORECKI TO
PARTICIPATE AS TRI-CHAIR FOR THE MIDDLE
STATES SELF-STUDY TEAM**

WHEREAS, Cayla Gaworecki, Assistant Professor has agreed to take on the additional responsibilities and duties above and beyond his current position description as Assistant Professor; and

WHEREAS, Cayla Gaworecki, in collaboration with SUNY SCCC's Middle States Leadership Team, will bring the Self-Study Design document to completion including a full review by the Steering Committee, will run monthly meetings with the Steering Committee and additional meetings as determined by the Tri-Chairs and/or Drs. Clickner and Meachem, will meet with his designated Working Group(s) at the scheduled meetings, support Working Groups to ensure completion of Document Collection NLT Friday, December 20, will coordinate two campus-wide forums for Self-Study updates and to share knowledge of Middle States and the Self-Study process during the Fall semester, will attend the virtual Self-Study Institute (SSI) training provided by Middle States, schedule follow up meetings with the Tri-Chairs and Drs. Clickner and Meachem after each SSI session to debrief, will attend the MSCHE Annual Conference in Philadelphia, December 11-13, 2024, will post each Standard Working Group's evidence on the Middle States Self-Study Brightspace site.
and provide at least one update to the Board of Trustees by the end of the Fall 2024 semester, and

WHEREAS, the arrangement agreed to herein, shall not constitute evidence of any pattern or practice between the parties or be used as evidence in any future proceeding between the parties, and shall have no precedential value on any issue whatsoever; and

RESOLVED, that Cayla Gaworecki, Assistant Professor be compensated at a rate of \$4725, pending successful completion of the deliverables above as Tri-Chair of the Self-Study Team. The deliverables will be completed during the period of August 20, 2024 - December 20, 2024

#24-108D

RESOLUTION FOR A TEMPORARY SPECIAL ASSIGNMENT FOR DR. HOPE SASWAY TO PARTICIPATE AS TRI-CHAIR FOR THE MIDDLE STATES SELF STUDY TEAM

WHEREAS, Dr. Hope Sasway, Dean of MST&H has agreed to take on the additional responsibilities and duties above and beyond his current position description as Dean; and

WHEREAS, Dr. Hope Sasway, in collaboration with SUNY SCCC's Middle States Leadership Team, will bring the Self-Study Design document to completion including a full review by the Steering Committee, will run monthly meetings with the Steering Committee and additional meetings as determined by the Tri-Chairs and/or Drs. Clickner and Meachem, will meet with his designated Working Group(s) at the scheduled meetings, support Working Groups to ensure completion of Document Collection NLT Friday, December 20, will coordinate two campus-wide forums for Self-Study updates and to share knowledge of Middle States and the Self-Study process during the Fall semester, will attend the virtual Self-Study Institute (SSI) training provided by Middle States, schedule follow up meetings with the Tri-Chairs and Drs. Clickner and Meachem after each SSI session to debrief, will attend the MSCHE Annual Conference in Philadelphia, December 11-13, 2024, will post each Standard Working Group's evidence on the Middle States Self-Study Brightspace site. and provide at least one update to the Board of Trustees by the end of the Fall 2024 semester, and

WHEREAS, the arrangement agreed to herein, shall not constitute evidence of any pattern or practice between the parties or be used as evidence in any future proceeding between the parties, and shall have no precedential value on any issue whatsoever; and

RESOLVED, that Dr. Hope Sasway, Dean of MST&H be compensated at a rate of \$4725, pending successful completion of the deliverables above as Tri-Chair of the Self-Study Team. The

deliverables will be completed during the period of August 20, 2024 - December 20, 2024

#24-108E

RESOLUTION TO REAPPOINT MICHAEL HENDERSON AS DIRECTOR OF EOP

WHEREAS, it has been recommended that Michael Henderson be reappointed as Director of EOP; and

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

RESOLVED, Michael Henderson as the Director of EOP at SUNY Schenectady for the period of September 1, 2024 through August 31, 2025. His reappointment is consistent with the Personnel Policies of the Board of Trustees and the terms pursuant to the Agreements between the County of Schenectady and the Chairpersons, Administrators and Directors Association (CADA).

#24-108F

RESOLUTION TO REAPPOINT WA'KENA JACKSON TO THE POSITION OF COORDINATOR OF CAMPUS EVENTS

WHEREAS, it has been recommended that Wa'kena Jackson be reappointed as full-time Coordinator of Campus Events for the period September 1, 2024 through August 31, 2025, and

WHEREAS, the President has concurred with said recommendation, it is hereby

RESOLVED, that Wa'kena Jackson be awarded a Regular Administrative Appointment as Coordinator of Campus Events at an annual salary of \$48,000. This appointment is subject to the terms and conditions of employment as set forth in the Board of Trustees, Policy 2.1 Administrative Staff (Unrepresented).

4) REPORT OF THE CHAIR

#24-109

**RESOLUTION TO APPROVE THE 2023-2024 SLATE OF OFFICERS
NEW SLATE OF OFFICERS**

RESOLVED, that the nominations for the offices of Chair, Vice Chair, and Secretary of the Board of Trustees of SUNY Schenectady County Community College, to commence immediately on August 19, 2024 and continuing through June 30, 2025, are hereby closed and the Secretary instructed to cast ballots for the election of the following officers:

Ann Fleming Brown, Chair

Tina Chericoni Versaci, Vice Chair

Renee Bradley, Secretary

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

Presented by Chair Ann Fleming Brown:

The 2024 NYS Tax Incentive is Live! This program provides individuals an opportunity to make a charitable contribution to SUNY Schenectady and save on their NYS taxes. **Last year the Foundation raised \$155,000 in donations.** The application is open now through September 30. You will find a flyer with further details in your packet. Our goal is \$200,000, so please share this information with those who you think might be able to benefit!

The Campaign is in full swing. Even though the original goal of \$6M has been reached, we will continue to raise funding for Workforce Innovation and the SUNY Schenectady Fund.

We have recently received significant new commitments from:

- Pioneer Bank
- C2 Design
- Logical Net
- Re4orm Architecture

There are several active solicitations happening.

Lastly, please save the date for the **Campaign Public Launch Event on Tuesday, September 24 at 5:30** in the Van Curler Ballroom

The Chair welcomed new Student Trustee Imani Romain-Barthley

5) **REPORT OF THE TREASURER**

#24-110 **APPROVAL FOR THE KEY BANK N.A. WARRANTS #43 THROUGH #50**

WHEREAS, the Treasurer has reviewed Key Bank N.A. Warrants #43 through #50 and recommends payment of same, it is hereby

RESOLVED, that Key Bank N.A. Warrants #43 through #50 be hereby approved for payment.

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

#24-111

APPROVAL OF THE REPORT OF REVENUES AND EXPENDITURES FOR THE PERIOD ENDING JULY 31, 2024

WHEREAS, the Board has received the Report of Revenues and Expenditures for the period ending July 31, 2024, as prepared by the Office of the Vice President of Administration in advance of the meeting, it is hereby

RESOLVED, that the Report of Revenues and Expenditures for the period ending July 31, 2024, be accepted as received.

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

6) **PRESIDENT'S REPORT - August 2024**

7) **PERSONNEL**

#24-112

RESOLUTION TO APPOINT JACOB YOUNG AS ADMISSIONS ADVISOR

WHEREAS, it has been recommended that Jacob Young be appointed as Admissions Advisor; and

WHEREAS, Jacob Young 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 Jacob Young be appointed for the position of Admissions Advisor at an annual salary of \$41,667, prorated for the period of August 20, 2024 to August 31, 2024 and an annual salary of \$43,405 for the period of September 1, 2024 to August 31, 2025. This appointment is consistent with the terms and conditions of employment as set forth in the personnel policies of the Board of Trustees and the Union of Faculty and professionals (UFP) collective bargaining agreement.

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

#24-113

RESOLUTION TO APPOINT ELIZABETH GRAFF AS HUMAN RESOURCES ASSISTANT

WHEREAS, it has been recommended that Elizabeth Graff be appointed as Human Resources Assistant; and

WHEREAS, Elizabeth 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 Elizabeth Graff be appointed for the position of Human Resources Assistant at an annual salary of \$50,000, prorated for the period of August 20, 2024 to August 31, 2025. This appointment is consistent with the terms and conditions of employment as set forth in the personnel policies of the Board of Trustees Policy 2.1 – Administrative Staff (Unrepresented).

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

#24-114

RESOLUTION TO APPOINT TIFFANY WILSON AS EOP SUCCESS COACH

WHEREAS, it has been recommended that Tiffany Wilson be appointed as EOP Success Coach; and

WHEREAS, 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 Tiffany Wilson be appointed for the position of EOP Success Coach at an annual salary of \$45,000, prorated for the period of August 20, 2024 to August 31, 2025. This is a grant funded position. 100% of her salary will be paid from grant number 22805 August 20, 2024 to August 31, 2024 and grant number 22806 September 01, 2024 to August 31, 2025. This appointment is consistent with the terms and conditions of employment as set forth in the personnel policies of 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, the grant-funded appointment may be terminated prior to the end of the 2024-2025 academic year, upon expiration of grant funding. Should the funding source end, the salary and benefits will be reduced accordingly.

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

#24-115

RESOLUTION TO APPOINT SUZANNE JOHNSON AS DIRECTOR OF C-STEP (GRANT FUNDED)

WHEREAS, it has been recommended that Suzanne Johnson be appointed as Director of C-STEP; and

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

RESOLVED, that Suzanne Johnson be appointed as Director of C-STEP for the period of August 22, 2024 through June 30, 2025 for a salary of \$51,000 with subsequent reappointment periods to coincide with the terms of the C-STEP Grant. The appointment is subject to the terms and conditions as set forth in the Personnel Policies of the Board of Trustees, and the Board Policy 2.1 Administrative Staff (Unrepresented) and Policy 2.2 Temporary, Grant-Supported Staff Positions and Temporary Assignments; and be it

FURTHER RESOLVED, the grant-funded appointment may be terminated prior to the end of the 2024-2025 academic year, upon expiration of grant funding. Should the funding source end, the salary and benefits will be reduced accordingly.

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

#24-116

RESOLUTION TO APPOINT MELISSA BRUCE AS ENGLISH INSTRUCTOR

WHEREAS, it has been recommended that Melissa Bruce be appointed as English Instructor for the period August 20, 2024 through August 31, 2025, and

WHEREAS, the President has concurred with said recommendation, it is hereby

RESOLVED, that Melissa Bruce be appointed as English Instructor from August 20, 2024 through August 31, 2024 at an annual prorated salary of \$47,802, and at annual salary of \$48,887 from September 01, 2024 to August 31, 2025. The position 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.

#24-117

RESOLUTION TO APPOINT KAREN SMITH TO FULL-TIME FOOD PANTRY COORDINATOR

WHEREAS, it has been recommended that Karen Smith be appointed as full-time Food Pantry Coordinator; and

WHEREAS, Karen Smith 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 Karen Smith be appointed as full-time Food Pantry Coordinator. Additional funding for this realignment will be covered by the SUNY Transformation Fund. The Office of Student Affairs will continue to provide 52% of the salary while 48% will be covered by the grant (grant #22565 through August 31, 2024 and #22566 for the 2024-2025 academic year) will be used from the SUNY Transformation Fund to cover additional salary and fringe benefits. This will result in a total full-time salary of \$48,000 on a pro-rated basis effective August 20, 2024 through August 31, 2024 increasing to \$49,080 commencing on September 1, 2024 through August 31, 2025 subject to the terms and conditions as set forth by the Union of Faculty Professionals (UFP) bargaining unit; and be it

FURTHER RESOLVED, the grant-funded appointment may be terminated prior to the end of the 2024-2025 academic year, upon expiration of grant funding. Should the funding source end, the salary and benefits will be reduced accordingly.

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

#24-118

RESOLUTION TO APPROVE A SALARY ADJUSTMENT FOR SUSANNA ADAMS, COORDINATOR II OF ADA TRANSITION SERVICES

WHEREAS, Susanna Adams has a salary adjustment as she assumes additional duties related to managing the College obligations surrounding the Electronic & Information Technology Accessibility (EIT) policy in addition to her duties as Coordinator of ADA Transition Services II; and

WHEREAS, in an effort to streamline operations, specific duties from the EIT

oversight be brought into the ADA Transition Coordinator II job description; and therefore

RESOLVED, that Susanna Adams be compensated for the updated job description at the pro-rated salary of \$68,563 with 14.6% of the total paid by the 2023-2024 grant #22150 prorated on a biweekly basis for the period of August 20, 2024, through August 31, 2024, increasing to \$70,105 with 14.2% of the total paid by the 2023-2024 grant #22150 on a biweekly basis commencing September 01, 2024 through August 31, 2025 transitioning to 100% College operating budget if and when the grant expires subject to the terms and conditions as set forth by the Union Faculty Professionals (UFP) bargaining unit.

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

8) RESOLUTION TO APPROVE PROGRAM REVIEWS

#24-119

APPROVAL TO SUBMIT PROGRAM ANNOUNCEMENT

WHEREAS, that the President of the College is authorized to submit the Program Review of SUNY Schenectady's Business Administration programs, part of the Division of Business and Professional Programs; and

WHEREAS, the A.S. degree is designed for students intending to transfer to a four-year institution, while the A.A.S. degree targets those entering the workforce directly. The Entrepreneurship Certificate is aimed at students interested in starting or growing a business and can complement other programs like Culinary Arts or Music Audio Technology; and

WHEREAS, the programs align with SUNY Schenectady's mission to empower students and promote lifelong success through equitable practices, innovative education, and community engagement. The college focuses on diversity, student experience, organizational effectiveness, and financial sustainability; and be it further

RESOLVED, that the Board of Trustees approve this Business Administration Program Review as reflected in the copy attached hereto, to become effective immediately.

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

#24-119A

APPROVAL TO SUBMIT PROGRAM ANNOUNCEMENT

WHEREAS, the Medical Coding and Billing Certificate at SUNY Schenectady was initiated in the 2012-2013 academic year and has recently undergone its first program review. Designed as a 30-credit hour program, it aims to prepare individuals for roles in medical coding, billing, and health information management (HIM) in various healthcare settings; and

WHEREAS, the curriculum covers essential topics such as medical terminology, health information management, electronic health record applications, billing and reimbursement processes, and medical coding using ICD-10-CM/PCS and CPT codes; and

WHEREAS, the program's mission aligns closely with SUNY Schenectady's institutional mission of empowering students for lifelong success through innovative education and community engagement. The U.S. Bureau of Labor Statistics projects significant job growth for medical records specialists, indicating a strong demand for trained professionals in this field; and be it further

RESOLVED, that the Board of Trustees approve this Medical Coding and Billing Certificate Program Review as reflected in the copy attached hereto, to become effective immediately.

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

9) **POLICIES**

#24-120

**RESOLUTION TO APPROVE CHANGES TO THE ACADEMIC CODE
POLICY 1.10**

WHEREAS, the recommendation is that the Board of Trustees be notified that significant changes have been made the SUNY Academic Code Policy 1.10; and

WHEREAS, the pronouns have been changed from “her/his” to “their” throughout the entire document; and

WHEREAS, changes include amendments to admissions and residence requirements, mathematics placement; credit by examination procedures, credit for prior learning experience, course grade notations and several more; and be it further

RESOLVED, that the Board of Trustees approve the changes to the Academic Code Policy 1.10 as reflected in the copy attached hereto, to become effective immediately.

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

#24-121

APPROVAL TO SUBMIT CHANGES TO THE MICROCREDENTIAL POLICY 3.60

WHEREAS, this recommendation is that the Board of Trustees be notified that several changes have been made to the existing Microcredential Policy 3.60; and

WHEREAS, the scope of what a Microcredential entails has been adjusted; and

WHEREAS, the status and degree requirements of non-matriculated students exclusively enrolled in a microcredential have now been addressed and these changes promote consistency among recently approved microcredentials and aligns the College with the new SUNY policy; and

WHEREAS; financial aid has been added; and be it further

RESOLVED, that the Board of Trustees approve the changes to the Microcredential Policy 3.60 as reflected in the copy attached hereto, to become effective immediately.

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

#24-122

RESOLUTION TO APPROVE A GENERAL DATA PROTECTION REGULATIONS PRIVACY POLICY 5.10

WHEREAS, SUNY Schenectady County Community College is committed to protecting an individual's privacy and personal information including those in the European Union and European Economic Area and making it easier and more efficient for individuals located in those areas to interact with the College; and

WHEREAS, the College has reviewed the proposed General Data Protection Regulations Privacy Policy 5.10, and puts forth this policy in its entirety; and

BE IT RESOLVED, the Board of Trustees approves the updated General Protection Regulations Privacy Policy 5.10.

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

#24-123

**RESOLUTION TO APPROVE THE DISCRIMINATION, HARASSMENT,
AND RETALIATION POLICY AND COMPLAINT RESOLUTION
PROCEDURE: POLICY 2.13-3.15**

WHEREAS, In compliance with applicable federal, state and local laws, SUNY Schenectady (the “College”) does not discriminate on the basis of race, color, sex/gender (including pregnancy), gender characteristics or expression, sexual orientation, age, religion, creed, actual or perceived national origin, citizenship actual or perceived gender identity, marital or familial status, military or veteran status, physical or mental disability, status as a victim of a domestic violence, genetic predisposition and carrier status, reproductive health decisions, criminal or arrest record as specified by law, or any other characteristics protected by applicable law (the “Protected Characteristics”), in any aspect of its admissions or financial aid programs, educational programs and related activities, or with respect to employment and advancement in employment; and

WHEREAS, The College has designated the Executive Director of Human Resources to coordinate its efforts to comply with applicable nondiscrimination laws and regulations; and

WHEREAS, This Policy applies to all employees, applicants for employment, interns, whether paid or unpaid (collectively referred to for the purposes of this Policy as “employees”), as well as contractors, consultants, vendors, service persons, visitors, and other persons conducting business at or for the College (collectively referred to as “other persons”), regardless of immigration status, with SUNY Schenectady. This policy also applies to students; and

BE IT RESOLVED, the Board of Trustees approves the Discrimination, Harassment, and Retaliation Policy and Complaint Resolution Procedure /Policy for SUNY Schenectady County Community College, effective upon approval by the Board of Trustees.

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

#24-124

RESOLUTION TO APPROVE TITLE IX GRIEVANCE POLICY 2.23-3.19

WHEREAS, Title IX of the Educational Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance; and

WHEREAS, The U.S. Department of Education, which enforces Title IX, has long defined the meaning of Title IX's prohibition on sex discrimination broadly to include various forms of sexual harassment and sexual violence that interfere with a student's ability to equally access our educational programs and opportunities; and

WHEREAS, On May 19, 2020, the U.S. Department of Education issued a Final Rule under Title IX of the Education Amendments of 1972 that:

- Defines the meaning of "sexual harassment" (including forms of sex-based violence),
- Addresses how this SUNY Schenectady must respond to reports of misconduct falling within that definition of sexual harassment, and
- Mandates a grievance process that this SUNY Schenectady must follow to comply with the law in these specific covered cases before issuing a disciplinary sanction against a person accused of sexual harassment.

Based on the Final Rule, SUNY Schenectady County Community College ("SUNY Schenectady" or the "College") implemented this Title IX Grievance Policy, effective August 14, 2020; and

BE IT RESOLVED, the Board of Trustees approves the Title IX Grievance Policy for SUNY Schenectady County Community College, effective upon approval by the Board of Trustees.

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

#24-125

RESOLUTION TO APPROVE SEXUAL ASSAULT RELATIONSHIP VIOLENCE STALKING POLICY 2.36-3.16

WHEREAS, This Policy applies to all Sexual Misconduct, as defined in this Policy, including Sexual Misconduct that constitute Title IX Sexual Harassment under the Title IX Grievance Policy. If a Title IX Formal Complaint is filed regarding Sexual Misconduct, SUNY Schenectady will investigate and adjudicate the Sexual Misconduct under the Title IX Grievance Policy, and the Sexual Misconduct Investigation Process & Procedures, below, will not apply; and

WHEREAS, Affirmative Consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender

identity, or gender expression; and

WHEREAS, given when a party to a sexual act or sexual contact initially consents to the activity, but during the course of the activity falls asleep or otherwise becomes unconscious or incapacitated; at that point, the other party must stop the sexual activity or contact; and

BE IT RESOLVED, the Board of Trustees approves the Sexual Assault, Relationship Violence, and Stalking Policies for Students and Employees Policy for SUNY Schenectady County Community College, effective upon approval by the Board of Trustees.

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

#24-126

RESOLUTION TO APPROVE SEXUAL HARASSMENT RESPONSE AND PREVENTION STATEMENT POLICY 2.14 AND 3.20

WHEREAS, Sexual harassment is a form of sex discrimination which is unlawful in the workplace under Title VII of the Civil Rights Act of 1964, as amended, and the New York State Human Rights Law. Under Title IX of the Educational Amendments of 1972, sexual harassment also is prohibited in the provision of educational services and protects students and employees from sexual harassment; and

WHEREAS, Sexual harassment is prohibited and will not be tolerated at SUNY Schenectady County Community College (the "College"). The College has implemented measures to address and prevent sexual harassment and is taking additional affirmative steps to increase awareness of, and sensitivity to, all forms of sexual harassment in order to maintain a workplace and learning environment free of its harmful effects; and

WHEREAS, Sexual harassment is a form of workplace discrimination and employee misconduct, as well as a form of discrimination in the academic setting, and all employees and students are entitled to work and learn in a campus environment that prevents sexual harassment. All employees and students have a legal right to a workplace and a campus free from sexual harassment, and employees and students can enforce this right by filing a complaint internally with the College, or with a government agency, or in court under federal or state anti-discrimination laws, as detailed in the College's policies and procedures; and

BE IT RESOLVED, the Board of Trustees approves the Sexual Harassment Response and Prevention Statement Policy for SUNY Schenectady County Community College, effective upon approval by the Board of Trustees.

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

#24-127

RESOLUTION TO APPROVE GRIEVANCE PROCEDURE FOR COMPLAINTS OF SEX DISCRIMINATION OTHER THAN SEX-BASED HARASSMENT UNDER TITLE IX POLICY 2.23.1 AND 3.19.1

WHEREAS, This Procedure applies to incidents that occur on or after August 1, 2024. Any incidents reported under this Procedure that occurred on or before July 31, 2024, will be processed through the College's prior Title IX Grievance Policy (Policy Numbers 2.23 and 3.19); and

WHEREAS, SUNY Schenectady has adopted a grievance procedure that provides for the prompt and equitable resolution of sex discrimination Complaints made by students, employees, or other individuals who are participating or attempting to participate in its Education Program or Activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX or the Title IX regulations. Sex discrimination, as defined by Title IX, includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; and

WHEREAS, Title IX's prohibition on sex discrimination includes sex-based harassment in the form of quid pro quo harassment, hostile environment harassment, and four specific offenses (sexual assault, dating violence, domestic violence, and stalking). For the prompt and equitable resolution of Complaints of sex-based harassment involving a student Party, the institution will utilize Procedure for Resolving Complaints of Discrimination, Harassment, and Retaliation; and

BE IT RESOLVED, the Board of Trustees approves the Grievance Procedure for Complaints of Sex Discrimination Other Than Sex-Based Harassment Under Title IX Policy for SUNY Schenectady County Community College, effective upon approval by the Board of Trustees.

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

#24-128

RESOLUTION TO APPROVE GRIEVANCE PROCEDURE FOR SEX-BASED HARASSMENT COMPLAINTS FOR STUDENTS POLICY 3.19.1.1

WHEREAS, This Grievance Procedure applies to incidents that occur on or after August 1, 2024. Any incidents reported under this Grievance Procedure that occurred on or before July 31, 2024 will be processed through the College’s prior Title IX Grievance Policy (Policy Numbers 2.23 and 3.19); and

WHEREAS, Sex-Based Harassment is considered discrimination on the basis of sex if it includes harassment due to actual or perceived sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity; and

WHEREAS, SUNY Schenectady’s Title IX Coordinator or designee will determine if this Grievance Procedure applies to a Complaint. This Grievance Procedure will apply when the following elements are met, in the reasonable determination of the Title IX Coordinator:

- The conduct alleged occurred on or after August 1, 2024;
- The conduct alleged occurred in the United States
- The conduct alleged occurred on campus, off campus, or while studying abroad
- The conduct alleged occurred in SUNY Schenectady’s Education Program or Activity; and
- The conduct alleged, if true, would constitute Sex-Based Harassment as defined in this Grievance Procedure.

SUNY Schenectady has an obligation to address a sex-based hostile environment under its Education Program or Activity, even when some conduct alleged to be contributing to the Hostile Environment occurred outside SUNY Schenectady’s Education Program or Activity, or outside of the United States; and

BE IT RESOLVED, the Board of Trustees approves the Grievance Procedure for Sex-Based Harassment Complaints for Students Policy for SUNY Schenectady County Community College, effective upon approval by the Board of Trustees.

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

10) RESOLUTION FOR ESPORTS COMPUTER RFQ

#24-129

RESOLUTION TO AWARD CONTRACT FOR “eSPORTS GAMING COMPUTERS & PERIPHERALS

WHEREAS, SUNY Schenectady (“College”) seeks a qualified vendor to provide 16 MSI Aegis RS2 C14NUe7 818US Gaming Computers, with an additional two-

year extended warranty; and

WHEREAS, SUNY Schenectady (“College”) posted a Request for Quotations (RFQ) on the NY State Office of General Services – Comet Portal to solicit quotes from interested bidders to provide these products to the college; and

WHEREAS, SUNY Schenectady (“College”) received 2 ‘Bids’ and 11 ‘No Bids’ in response to the solicitation and carefully reviewed and evaluated them against the criteria established in the RFQ,

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees hereby authorizes a purchase order be issued to American Computer Consultants, located at 212-55 Jamaica Avenue Queens Village, New York 11428, to purchase 16 MSI Aegis RS2 C14NUe7 818US Gaming Computers, with an additional two-year extended warranty, at a cost not to exceed \$ 34,128.96.

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

11) RESOLUTION FOR PURCHASE OF PARCELS

#24-130

A RESOLUTION FOR THE PURCHASE OF CERTAIN PROPERTIES IN DOWNTOWN SCHENECTADY BY SCHENECTADY COUNTY ON BEHALF OF SUNY SCHENECTADY FOR THE SUNY SCHENECTADY AQUATIC CENTER

WHEREAS, Schenectady County has purchased certain properties in downtown Schenectady for the benefit of the College to site the SUNY Schenectady Aquatic Center, and

WHEREAS, the County is in support of these purchases for the benefit of the College as SUNY Schenectady can only expand in this direction due to the Mohawk River flood plain and/or highways that surround the current campus; and

WHEREAS, SUNY Schenectady has already commenced expansion into the lower State St corridor with locations in the Mill Lane complex, Kindl Building and 13 State Street, and various other properties, this purchase will ensure the College will have access to real estate needed for the aquatic center; and

WHEREAS, the County purchased the properties as trustee of SUNY Schenectady to ensure their availability for this important academic and regional project, and the College will seek capital funding from SUNY/State of New York which will be used to reimburse the County for fifty (50%) percent of the purchase price; and

NOW, THEREFORE BE IT RESOLVED, that the Board of Trustees approves the acceptance real estate purchased by the County for the SUNY Schenectady Aquatic Center to include the following parcels in the City of Schenectady:

- 222 South Ferry Street - \$1,215,000
- 139 Erie Boulevard - \$500,000
- 232 South Ferry Street - \$175,000
- 228 South Ferry Street - \$150,000
- 254 South Ferry Street - \$600,000
- 145 South Church Street - \$15,000
- 4 Fuller Street - \$125,000
- 141 Erie Boulevard - \$360,000
- 104 Fuller Street - \$645,000
- 129.5 South Church Street - \$75,000
- 230 South Ferry Street - \$150,000
- 143 South Church Street - \$195,000
- 133 South Church Street - \$105,000
- 234 South Ferry Street - \$250,000

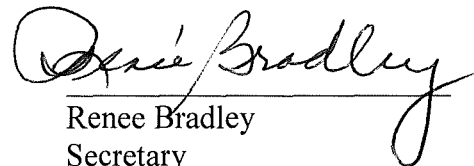
Total: \$4,560,000

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

12) **INFORMATIONAL – ADVISORY COMMITTEES REPORT AND ASSIGNMENTS**

Upon motion by Trustee Hughes and Trustee Karl, the meeting was adjourned at 6:45 p.m.

Respectfully submitted,



Renee Bradley
Secretary
Board of Trustees

Recorded by:
Tiombe Tatum
Chief of Staff