

From Inside The Lions Den, HR Insights

AUGUST 2025

Inside this edition:

A Message from the
New Interim Assistant
Vice President of HR

Employee Updates:
Welcome Lions, 10-
Month Employee
Updates

NEW: Central Plant
Employee Spotlight

August Reminders:
Summer ends, TCNJ
begins

2025 Benefit Events...
and more!

Cheers To A New Academic Year!

As we step into this exciting season, we're embracing all things new—new faces, new ideas, new goals, and new opportunities to grow together. Whether you're just beginning your journey on campus or returning with fresh perspective, this year is a chance to rewrite routines, challenge yourself, and discover what's possible.

Here's to the possibilities that lie ahead—and to making this your best year yet.

With love,

-The HR Team



THE COLLEGE OF NEW JERSEY
OFFICE OF HUMAN RESOURCES

A Message from the New Interim Assistant Vice President of HR

Dear TCNJ Community,

I'm honored to serve as your Interim Assistant Vice President of Human Resources and excited to step into this role as we head into the fall semester. Stepping into this role is both an honor and an opportunity to work even more closely with the incredible people who make our campus thrive. My goal is simple: to ensure HR is a trusted partner that supports, empowers, and celebrates our community every step of the way.

In the coming months, you will hear about new HR initiatives, professional development programs, and more! There will be plenty of ways to get involved, share your ideas, and make your voice heard. Together, we can build an environment where everyone feels valued and inspired to do their best work.

Thanks for the warm welcome - let's soak up the last of summer's sunshine and head into the new semester with energy, optimism, kindness, and a shared sense of purpose!

Warm regards,



Heather Boccanfuso
Interim Assistant Vice President of Human Resources



Employee Updates

Welcome Lions!

We are excited to introduce new employees who have joined The College of New Jersey this month.

Each new employee brings unique skills, experiences, and perspectives that contribute to the continued success of the TCNJ community. Join us in extending a warm welcome to our newest team members!

Louise Lester - Director of Compliance & Privacy Officer , Office of General Counsel

Stacey Gussak - Health Programs Coordinator, Graduate Enrollment Management



Across the Board Cost of Living Adjustments 10-month Employees

We are pleased to announce that, effective with the first full pay period of September 2025, contractual across-the-board salary increases will be implemented for all 10-month employees. Employees who are included in the membership of AFT will see these salary increases reflected in their August 29th paycheck. Employees who are included in the membership of CWA will see these salary increases reflected in their September 26 paycheck.

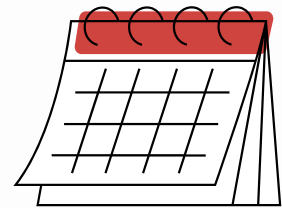
We appreciate your hard work and dedication to TCNJ.

Should you have any questions regarding these changes, please feel free to reach out to the Human Resources department via the HR Portal.

Reminder: First Pay for 10 month Employees

This is a friendly reminder to all 10-month employees that your first pay will fall on pay period 18, with a paydate of August 29th, 2025.

If you have any questions regarding your first paycheck of the academic year, please reach out to our office or the Payroll office through the services portals.



HR Staff Spotlight August 2025



Antoinette DeLeon

Human Resources Benefits Specialist

Before joining TCNJ in June of 2017 as a Human Resources Generalist, Antoinette spent 20 years with the NYC Administration for Children's Services and has now dedicated 8 years of service in the Human Resource Benefits department.. She is a Phoenix University Graduate of 2012, where she earned a Bachelor of Science in Business. In 2021, Antoinette expanded her knowledge with a Graduate Certificate in Human Resource Management.

Antoinette is primarily responsible for inquiries regarding health benefits, workers' compensation, student loan forgiveness, tuition waivers, and offboarding paperwork.

What Antoinette enjoys most about working for TCNJ is the collaborative spirit and personalized support she can offer faculty and staff. In addition to the amazing support received from colleagues all over campus.

Fun Facts about Antoinette:

- Antoinette is a Native New Yorker, raised in Brooklyn, NY.
- Antoinette enjoys traveling and exploring new places and food.
- She enjoys cozy winter days solving jigsaw puzzles
- She loves to cherish time with family and friends

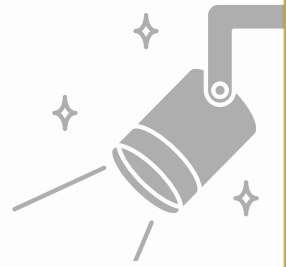


A trip down memory lane:

Antoinette with former NYC Mayor Michael Bloomberg at the Administration for Children's Services picnic at Grace Mansion.



TCNJ Employee Spotlight



This month we spotlight TCNJ's Central Plant Employees!

We're proud to shine a light on the dedicated employees who help make The College of New Jersey a vibrant, welcoming, and thriving community. Our Campus Spotlight series features stories and insights from staff and faculty across departments — highlighting the people behind the scenes who keep TCNJ running strong.

As we continue to grow this initiative, we're looking to expand the spotlight to include employees from all areas across campus. Know someone whose work deserves to be recognized? We'd love to hear from you!

Stay tuned for more stories — and more faces — that make TCNJ special.



John "Jack" Markley

Stationary Engineer
Long life, bicycle rider. Likes outdoor activities, hiking, and kayaking.



Dan Davila

Director of the Central Plant
Soccer referee for 45 years
Soccer coach for 37 years



Steve Denard

Operating Engineer
Trade investor in the stock market



Bill Hogan

Enjoys playing with his dog Hoagie, and taking him swimming



Jackeeda Grant

Operating Engineer
Heating Air Conditioning
Apprentice



Jason Sincoskie

Assistant Chief Engineer

Important Reminders

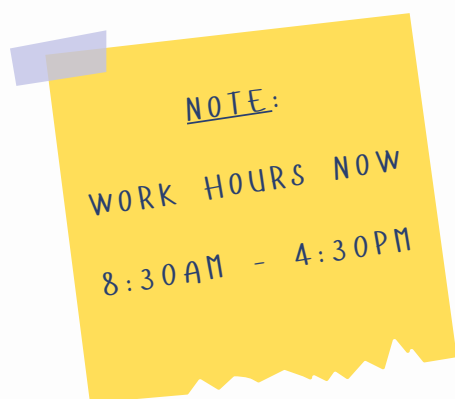
Summer ends, and so do the extended work hours!

A friendly reminder that on Monday, August 11, 2025, the College is reverting to its regular workweek schedule, and that the summer Energy Days and Extended Workweek Schedules are over for the 2025 summer.

Time off requests starting on Monday, August 11th, in Oracle should only reflect either 7 or 8 hours for a full workday, depending on your work schedule.

The next 3 Energy Days on the calendar are Indigenous Peoples Day (October 13th), Election Day (November 4th), and Veterans Day (November 11th). Working these days, as well as the leftover ½ day from the Spring Energy Days, will cover your time away from work the last week of the year.

If you have any questions regarding the energy and holiday schedule, please contact our benefits unit or submit a ticket in the HR portal under the time and absences catalog.



State of New Jersey Employee Discount Program

Employee Benefits: A Closer Look As a TCNJ employee, benefits extend beyond just health coverage. The NJ State Employee Discount Program, designed to provide valuable perks and discounts to all active state employees. This program is a fantastic way to save on various services and products, enhancing your overall benefits as a state employee.

Here are some highlights of the program:

****Exclusive Discounts:**** Enjoy special rates at local businesses, restaurants, and attractions.

****Travel Savings:**** Take advantage of discounts on hotels, car rentals, and vacation packages.

****Health and Wellness:**** Access reduced prices for gym memberships, fitness classes, and wellness programs.

****Everyday Essentials:**** Save on groceries, shopping, and other everyday items.

To explore the full list of discounts and find more information on how to redeem them, please visit the NJ State Employee Discount Program website at <https://www.nj.gov/csc/employees/discount/>.

Don't miss out on these amazing opportunities to save! If you have any questions or need assistance, feel free to reach out to our Benefits team at benefits@tcnj.edu.

Benefit Webinar Alert!

Understanding your PERS Membership

An Online Webinar Provided By The New Jersey Division of Pensions and Benefits

The New Jersey Division of Pensions and Benefits will be hosting a live webinar on Monday, August 18th at 10:00 am, to inform members of the Public Employee Retirement System (PERS) about pension membership basics. This webinar will take 90 minutes and will cover topics including membership tiers, life insurance, purchasing service, pension loans, accessing MBOS, and much more. Space is limited, so reserve your spot today by visiting this website.

Please note – retirement planning topics will NOT be covered during this webinar.



Understanding Your Benefits for PERS & TPAF State Employees Only

NJ PERS & TPAF State members are employed by either a NJ State Department, State Agency, State Institution, or NJ State College/University.

gh

Monday, August 18, 2025 at 10:00 am

We will cover pension membership basics in this 1.5 hour live webinar. Topics include membership tiers, life insurance, purchasing service, pension loans, MBOS and more!

Note: Retirement planning topics will NOT be discussed during this webinar

Space is limited! Reserve your spot to attend:

[Click HERE to Register for Understanding Benefits](#)

*Link is not compatible on Internet Explorer. Please use Google Chrome, Mozilla Firefox, Microsoft Edge, or Apple Safari.

State Employees are invited to join the NJDPB for live webinars in the month of August!

Tuesday, August 19, 2025 @ 1:00 PM

Retirement Planning for PERS & TPAF Members - State Employees Only - [Register Here](#).

Wednesday August 20, 2025 @ 1:00 PM

Deferred Compensation (NJSEDCP) Plan Overview for State of N.J. Employees - [Register Here](#).

Thursday, August 21, 2025 @ 1:00 PM

Retirement Planning for PERS (Police & Fire) Members - [Register Here](#).

Monday, August 25, 2025 @ 1:00 PM

Overview for Employees in the DCRP - [Register Here](#).

Tuesday, August 26, 2025 @ 10:00 AM

Retirement Readiness for State Employees - [Register Here](#).

Friday, August 29, 2025 @ 10:00 AM

Social Security Benefits for Members of all N.J. State Administered Retirement Systems - [Register Here](#).

Live webinar recordings and PowerPoint presentations are not available for distribution. A selection of recorded topics are available on our website for viewing at your leisure.



Visit the NJDPB's website: www.nj.gov/treasury/pensions

Coming soon!



2025 Benefit Open Enrollment

This is a friendly reminder that Open Enrollment for the 2026 calendar year will take place this October. While the State has not provided any information yet on rate changes and/or vendor updates, we can tell you that our Open Enrollment Benefits Fair will take place in the Brower Student Center – Room 225. We have invited representatives from our health and dental providers, as well as our Alternate Benefit Program vendors, to answer any questions you may have about rates and vendors.

Please note – if you are not making any changes to your health and/or dental coverage, no action is required.

More information will be sent to employees on or about October 1st. We hope to see all of you there!

State Benefit Fair 2025 - Save the date!

The Benefits unit will be holding an Open Enrollment Benefits Fair on Tuesday, October 21st, from 10 am to 2 pm in the Brower Student Center. This fair is open to all current and prospective Faculty and Staff members. We anticipate vendors from health, dental, and the ABP to be available to answer any questions you may have.

There will be an exciting raffle opportunity at this year's fair. Visit our table for a chance to win a one-of-a-kind gift basket! See below the gift baskets from last year's benefit fair.



This August...

August Is National Wellness Month



National Wellness Month focuses on practices like stress management, self-care, implementing healthy routines, and improving your overall health and wellness.

National Wellness Month is dedicated to promoting practices that enhance our overall health and well-being. It encourages us to prioritize stress management, self-care, and the implementation of healthy routines. This month celebrates all dimensions of health—physical, mental, emotional, and spiritual. To make the most of this month, consider dedicating 15-30 minutes each day to activities you love, whether it's exercising, spending quality time with friends and family, or exploring a new hobby that helps you unwind. Taking time for yourself is crucial in maintaining balance and improving your overall wellness. If you feel overwhelmed or unsure about where to start, talking to a counselor or therapist can be incredibly beneficial. They can help guide you in prioritizing what truly matters for your well-being. Let's commit to focusing on our health and wellness this August. Remember, taking small steps can lead to significant changes!

August National Eye Exam Month

Now is the perfect time to prioritize your eye health and ensure you and your family have clear vision. Regular eye exams are essential for detecting and preventing eye issues, maintaining optimal vision, and overall eye health. Visit the Benefits website to learn more about Vision Care at TCNJ.

Summer 2025 Campus Submissions

What have you been up to this summer?

As summer comes to an end, we want to know what you've been up to this summer! Whether it's departmental fun, personal stories to share, or a shoutout to a co-worker for holding down the hatches during vacation season, we'd love to share with the rest of campus.

Submit your summer stories to hr@tcnj.edu to be included in the September Newsletter edition.





Thank you for reading this 2025 edition of TCNJ's Office of Human Resources Newsletter!

You can reach our office by emailing hr@tcnj.edu or by submitting a ticket in the HR Service Portal. You can also give us a call at (609) 771-2282 to speak to a representative.

We are located in the Administrative Services Building (ASB), Room 101. Our office hours are from 8:00 AM to 5:00 PM, Monday through Friday!

Thank you for all that you do!

