



REPORT OF AUDIT



UCNJ
Union College of
Union County, NJ

2025

FISCAL YEAR ENDED JUNE 30, 2025
CRANFORD, NEW JERSEY

**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
TABLE OF CONTENTS
YEARS ENDED JUNE 30, 2025 AND 2024**

MEMBERS OF THE BOARDS OF TRUSTEES AND GOVERNORS	1
OTHER COLLEGE OFFICIALS	2
INDEPENDENT AUDITORS' REPORT	3
MANAGEMENT'S DISCUSSION AND ANALYSIS	6
BASIC FINANCIAL STATEMENTS	
STATEMENTS OF NET POSITION	19
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION	21
STATEMENTS OF CASH FLOWS	22
NOTES TO FINANCIAL STATEMENTS	24
REQUIRED SUPPLEMENTARY INFORMATION	
SCHEDULES OF PROPORTIONATE SHARE OF NET PENSION LIABILITY AND CONTRIBUTIONS	54
SCHEDULES OF PROPORTIONATE SHARE OF OPEB LIABILITY AND CONTRIBUTIONS	55

**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MEMBERS OF THE BOARDS OF TRUSTEES AND GOVERNORS**

**MEMBERS OF THE BOARD OF TRUSTEES
AS OF JUNE 30, 2025**

<u>Name</u>	<u>Term Expires</u>
Victor M. Richel, Chair	2026
Rafael J. Betancourt, Esq., Vice Chair	2027
Brian Campbell	2029
George A. Castro, II	2018
Daniel J. Connolly, CPA	2018
Miguel A. Figueredo	2025
Jeffrey H. Katz, Esq.	2028
Anjali Mehrotra	2023
Miguel A. Merino	2022
Daryl Palmieri	2028
Kamran Tasharofi, M.D.	2024
Katherine Mejia Reyes, Student Representative	Nov. 2025
Dr. Margaret M. McMenamin, President	Ex-Officio

**MEMBERS OF THE BOARD OF GOVERNORS
AS OF JUNE 30, 2025**

<u>Name</u>	<u>Term Expires</u>
Jeffrey H. Katz, Esq., Chair	2028
F. Jim Della Sala, Vice Chair	2026
Melinda Ayala	2027
Lawrence D. Bashe	2026
Nancy J. Benz	2026
Rafael J. Betancourt, Esq.	2026
Brian Campbell	2026
Deborah Enix-Ross	2026
Stephen F. Hehl, Esq.	2028
Donna M. Herran	2028
Edward J. Hobbie, Esq.	2026
Gary S. Horan	2026
Richard J. Malcolm	2027
Carl J. Napor	2026
Matthew R. Nazzaro	2028
Paul T. O'Neill	2028
Sandra Rice	2026
John Richel	2026
Victor M. Richel	2028
James Roundtree III	2028
John M. Toriello	2026
Allan L. Weisberg	2027
Hugh C. Welsh	2026
Mary M. Zimmermann	2028
Dr. Margaret M. McMenamin, President	Ex-Officio

**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
OTHER COLLEGE OFFICIALS**

**OTHER COLLEGE OFFICIALS
AS OF June 30, 2025**

Dr. Margaret M. McMenamin	President
Dr. Maris Lown	Executive Vice President & Provost
Marlene Sousa	Chief Financial Officer
Dr. Demond Hargrove	Vice President of Student Development
Dr. Bernard Polnariev	Vice President of Administrative Services
Dr. Sara Lacagnino	Vice President of Academic Affairs
Douglas E. Rouse	Vice President for Institutional Advancement of Union County College Foundation
Vincent Lotano	Associate Vice President of Operations
Dr. Jaime Segal	Assistant Vice President of External Affairs and Secretary of the Boards
Dr. Melissa Sande	Assistant Vice President of Academic Affairs and Dean of Humanities
Dr. Lauren Swierc Falkowski	Dean of Curriculum and Assessment
Dr. Melinda Norelli	Dean of Social Science, Business & History
Dr. Elizabeth Ramos	Dean of Elizabeth Campus
William Dunscombe	Dean of Plainfield Campus and Allied Health
Dr. Faraz Siddique	Dean of STEM
Dr. Lisa Hiscano	Executive Director of Continuing Education and Workforce Development
Dr. Andrew Ziner	Executive Director of Assessment Planning & Research



INDEPENDENT AUDITORS' REPORT

Honorable Chairman and Members
of the Board of Trustees
UCNJ Union College of Union County, NJ
Cranford, New Jersey

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the business-type activities and the discretely presented component unit of UCNJ Union College of Union County, NJ (the College), a component unit of the County of Union, state of New Jersey, as of and for the years ended June 30, 2025 and 2024, and the related notes to the financial statements, which collectively comprise the College's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and the discretely presented component units of the College, as of June 30, 2025 and 2024, and the respective changes in financial position, and, where applicable, cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the College and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the College's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the College's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Honorable Chairman and Members
of the Board of Trustees
UCNJ Union College of Union County, NJ

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis (MD&A), the schedules of proportionate share of net pension liability and contributions, and the schedule of proportionate share of net OPEB liability and contributions as listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the members of the boards of trustees and governors and other college officials listing but does not include the basic financial statements and our auditors' report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

A handwritten signature in black ink that reads "CliftonLarsonAllen LLP". The signature is written in a cursive, flowing style.

CliftonLarsonAllen LLP

King of Prussia, Pennsylvania
December 16, 2025

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025

This section of UCNJ Union College of Union County, NJ's Financial Report presents management's discussion and analysis of the financial performance of UCNJ Union College of Union County, NJ (the College or UCNJ) during the fiscal years ended June 30, 2025 and 2024, and its changes in financial position for the fiscal years then ended with FY 2024 data presented for comparative purposes. This analysis is designed to focus on current activities, resulting changes, and currently known facts. Please read it in conjunction with the College's Basic Financial Statements, Notes to the Financial Statements, and its Independent Auditors' Report. College management is responsible for the completeness and fairness of this information.

Overview of the Basic Financial Statements

The financial statements are presented in accordance with Government Accounting Standards Board (GASB) Statement No. 34, *Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments* and GASB Statement No. 35, *Basic Financial Statements and Management's Discussion and Analysis for Public Colleges and Universities*, presentation under which is designed to emulate corporate presentation models whereby all of the College's activities are consolidated into one total. Pursuant to GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units*, the College includes Union County College Foundation (the Foundation) as a discretely presented component unit since it is a separate legal entity. However, the focus in this analysis will be solely on the College's financial performance, exclusive of the Foundation.

The College implemented GASB Statement No. 68, *Accounting and Financial Reporting for Pensions* and Statement No. 71, *Pension Transition for Contributions Made Subsequent to the Measurement Date*, in FY 2015. These new statements establish standards for measuring and recognizing on each participating public employers' financial statements their allocated share of the plan's net pension liability (NPL), deferred inflows and outflows, and pension expense. Changes in the net pension liability not included in pension expense are required to be reported as deferred outflows of resources or deferred inflows of resources related to pensions. Correspondingly, there is \$1.8 million for deferred outflows as well as a \$2.8 million for deferred inflows in FY 2025 resulting from the adoption of GASB 68 and 71.

The College implemented GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*, whereby the State is responsible for the employer contributions and the total liability resulting from a special funding situation. Other postemployment benefits (OPEB) are benefits, such as healthcare benefits, that are paid in the period after employment and that are provided separately from a pension plan. While the College does not report a liability related to OPEB due to the special funding situation, the College is required to recognize the OPEB expense paid by the State and the offsetting revenue. Therefore, for FY 2025 and FY 2024, the College has reported its proportionate share of the collective OPEB expense and revenue for the State's OPEB expense of \$5.5 million and \$6.5 million, respectively.

The College implemented GASB Statement No. 87, *Accounting and Financial Reporting for Leases* which establishes a single model for lease accounting. The standard is meant to increase the usefulness of governmental financial statements by requiring recognition of certain lease assets and liabilities for all leases, including those that were previously classified as operating leases. Therefore, for FY 2025, the College recognizes a lease receivable, deferred inflows of resources related to leases, and lease liability of \$3.6 million, \$3.4 million, and \$15.0 million, as well as amounts for FY 2024 of \$1.4 million, \$1.3 million, and \$15.4 million, respectively.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025

The College implemented GASB Statement No. 96, *Subscription-Based Information Technology Arrangements* which provides guidance on the accounting and financial reporting for subscription-based information technology arrangements (SBITAs) for government end-users. Therefore, for FY 2025, the College recognizes a SBITA liability of \$2.1 million, as well as \$3.1 for FY 2024.

The Statements of Net Position present the financial position of the College at the end of the fiscal years and require classification of assets and liabilities into current and noncurrent categories. The difference between total assets and deferred outflows of resources and total liabilities and deferred inflows of resources is reflected in the net position section and displayed in three broad categories: net investment in capital assets, restricted, and unrestricted. Net position is one indicator of the current financial condition of the College, while the change in net position is an indicator of whether the overall financial condition has improved or worsened during the year.

The Statements of Revenues, Expenses, and Changes in Net Position replace the fund perspective with the entity-wide perspective. Revenues and expenses are categorized as operating or nonoperating, and expenses are reported by natural classification. This approach is intended to summarize and simplify the user's analysis of the cost of various College services to the students and the public.

Key Financial Data (\$000)	2025	2024	2025 vs 2024		2023	2024 vs 2023	
			Inc (Dec)	% Change		Inc (Dec)	% Change
Operating Revenues	\$ 63,878	\$ 59,392	\$ 4,486	7.6 %	\$ 66,035	\$ (6,643)	(10.1)%
Educational and General Expense	106,231	95,949	10,282	10.7	94,402	1,547	1.6
Operating (Loss)	(42,353)	(36,557)	(5,796)	(15.9)	(28,367)	(8,190)	(28.9)
Nonoperating Revenues, Net	37,000	36,043	957	2.7	34,301	1,742	5.1
Capital Contributions and Grants	192	2,625	(2,433)	(92.7)	1,551	1,074	69.2
Increase in Net Position	(5,161)	2,111	(7,272)	(344.5)	7,485	(5,374)	(71.8)
Net Position - Beginning of Year	157,267	155,156	2,111	1.4	147,671	7,485	5.1
Net Position - End of Year	<u>\$ 152,105</u>	<u>\$ 157,267</u>	<u>\$ (5,161)</u>	(3.3)	<u>\$ 155,156</u>	<u>\$ 2,111</u>	1.4

The preceding table summarizes key financial data for fiscal years ended June 30, 2025 (FY 2025), June 30, 2024 (FY 2024), and June 30, 2023 (FY 2023). Comparisons represented above show FY 2025 contrasted with FY 2024 and FY 2024 contrasted with FY 2023 with dollar and percentage changes. This schedule is prepared from the College's statements of revenues, expenses, and changes in net position, which are presented on an accrual basis of accounting, including depreciation and amortization.

Operating Revenues (\$000)	2025	2024	2025 vs 2024		2023	2024 vs 2023	
			Inc (Dec)	% Change		Inc (Dec)	% Change
Tuition and Fees (Net of Scholarship Allowance)	\$ 22,104	\$ 22,191	\$ (87)	(0.4)%	\$ 22,405	\$ (214)	(1.0)%
Federal Grants	29,448	25,040	4,408	17.6	31,888	(6,848)	(21.5)
State Grants	10,846	10,806	40	0.4	10,463	343	3.3
Local Grants	237	62	175	283.3	98	(36)	(37.0)
Gifts and Contributions	230	224	6	2.7	249	(26)	(10.3)
Other Operating Revenues	1,014	1,070	(56)	(5.2)	932	138	14.8
Total Operating Revenues	<u>\$ 63,878</u>	<u>\$ 59,392</u>	<u>\$ 4,486</u>	7.6	<u>\$ 66,035</u>	<u>\$ (6,643)</u>	(10.1)

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025

Total Operating Revenues increased \$4.5 million or 7.6% in FY 2025 as compared to FY 2024. The major areas of change were as follows:

- ❖ Federal grants increased by \$4.4 million or 17.6% from FY 2024, primarily reflecting higher student enrollment and adjustments to financial aid program methodologies. The implementation of the new Pell Grant proration method expanded eligibility and award amounts for many students, while the temporary reduction in FAFSA verification requirements contributed to greater participation in the New Jersey Tuition Aid Grant (TAG) program. These increases were partially offset by a decline in Community College Opportunity Grant (CCOG) funding, which serves as a last-dollar program. As more students qualified for full Pell and TAG awards, the corresponding need for CCOG support decreased.

Total Operating Revenues decreased \$6.6 million or 10.1% in FY 2024 as compared to FY 2023. The major areas of change were as follows:

- ❖ Federal grants decreased by \$6.8 million or 21.5% from FY 2023. As noted in previous years, the College received Higher Education Emergency Relief Funds (HEERF) for student relief and other institutional disbursements. Most of the student portion of HEERF was disbursed prior to FY 2024. The total disbursed to students during the fiscal year was \$0 compared to \$1.4 million in FY 2023.

Operating Expense (\$000)	2025	2024	2025 vs 2024		2023	2024 vs 2023	
			Inc (Dec)	% Change		Inc (Dec)	% Change
Instructional	\$ 40,350	\$ 37,115	\$ 3,235	8.7 %	\$ 36,726	\$ 389	1.1 %
Public Service	2,821	2,265	556	24.5	1,591	674	42.3
Academic Support	7,335	7,275	60	0.8	6,640	635	9.6
Student Services	11,319	10,073	1,246	12.4	8,900	1,173	13.2
Institutional Support	10,328	9,283	1,045	11.3	13,213	(3,930)	(29.7)
Plant	12,354	11,634	720	6.2	9,546	2,088	21.9
Student Aid	10,887	8,284	2,603	31.4	8,779	(495)	(5.6)
Depreciation/Amortization	10,837	10,020	817	8.2	9,008	1,012	11.2
Total Operating Expenses	106,231	95,949	10,282	10.7	94,402	1,547	1.6
Interest on Capital Asset							
Related Debt	502	525	(23)	(4.3)	546	(21)	(3.9)
Other	-	204	(204)	(100.0)	-	204	100.0
Total Nonoperating Expenses	502	729	(227)	(31.1)	546	183	100.0
Total Expenses	<u>\$ 106,733</u>	<u>\$ 96,678</u>	<u>\$ 10,055</u>	10.4	<u>\$ 94,948</u>	<u>\$ 1,729</u>	1.8

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025

Operating expenses in FY 2025 increased \$10.3 million over the same period in FY 2024. The most significant areas of change were instruction, student services, institutional support, and student aid.

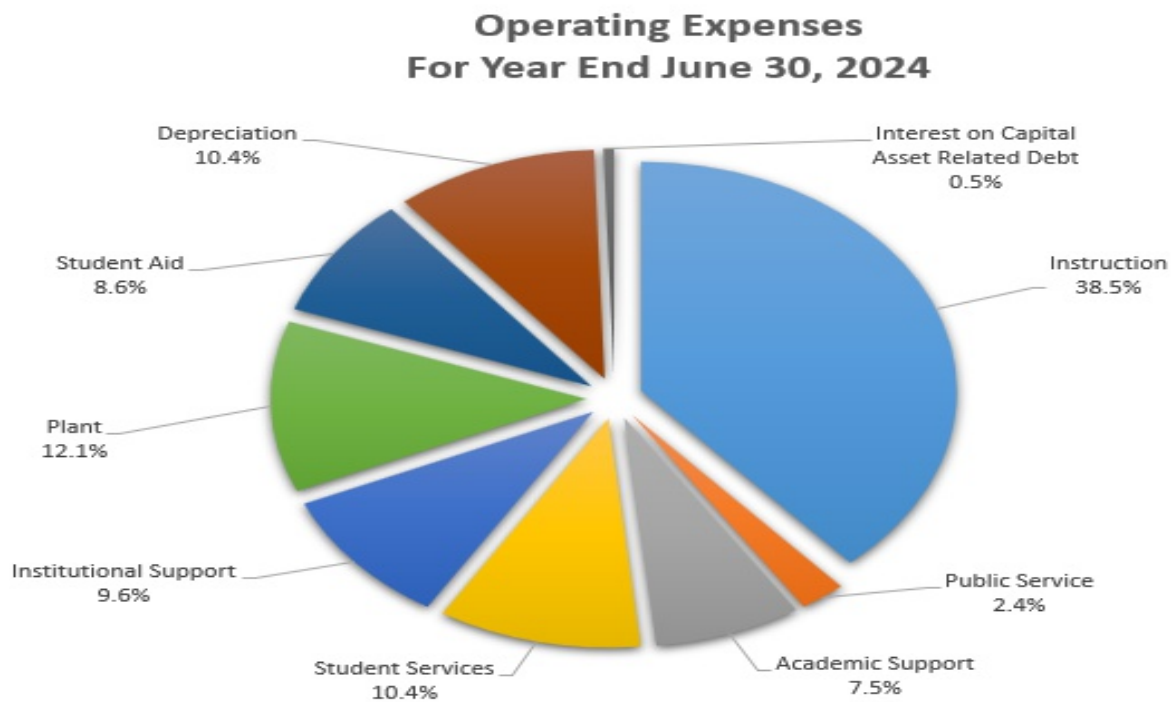
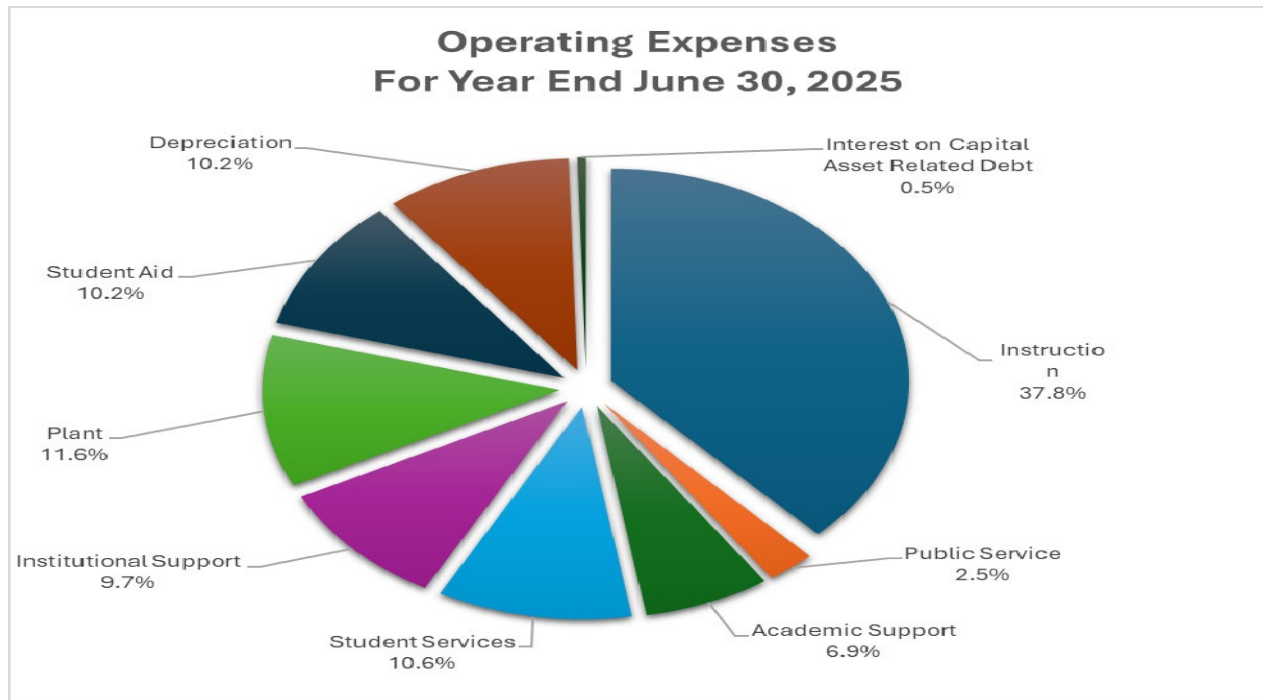
- ❖ Instructional expenses increased by approximately \$3.2 million or 8.7%, primarily due to higher faculty compensation resulting from collective bargaining agreements and the addition of administrative personnel. The growth in enrollment also led to greater demand for course offerings, contributing to higher variable instructional costs, particularly for adjunct faculty. In addition, the College invested in classroom improvements, including laboratory furniture and equipment, and instructional technology such as new projectors and desktops for classrooms.
- ❖ Student Services expenses increased by \$1.2 million or 12.4%, largely due to higher compensation costs associated with middle-management following the settlement of the bargaining unit contract and increase in compensation related to administrative positions. The College also expanded its investment in advising-related software and other technology to enhance student engagement and support services.
- ❖ Institutional support expenses rose by approximately \$1.0 million, reflecting overall increases in compensation and information technology costs. Additional expenses were incurred for the renewal and replacement of desktop computers, hyflex classroom technology upgrades, and institutional initiatives connected to the College's recognition as an Aspen Top 10 finalist.
- ❖ Student aid expenses increased by approximately \$2.6 million or 31.4%, primarily due to higher enrollment and a greater number of students qualifying for Pell Grant and other need-based aid programs. This increase aligns with the trends noted in federal and state grant revenues.

Operating expenses in FY 2024 increased \$1.5 million over the same period in FY 2023. The major areas of change were:

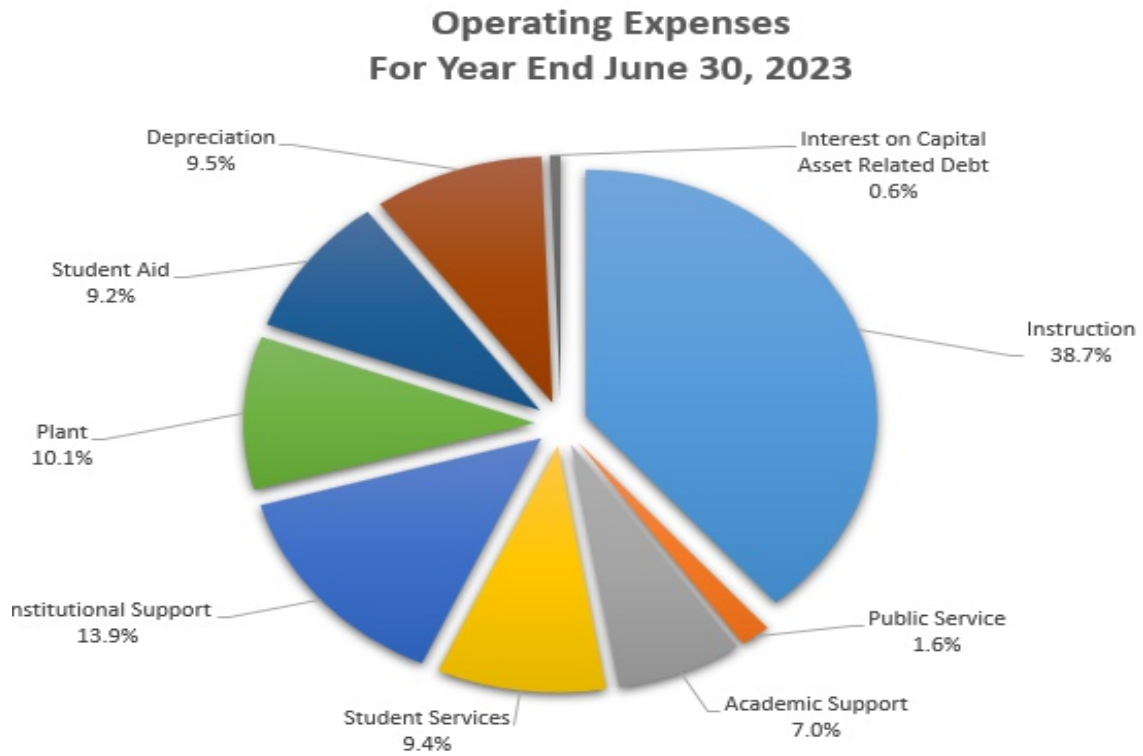
- ❖ Student Services increased by \$1.2 million or 13.2%, primarily due to higher compensation expenses from reduced vacancies, salary adjustments, and promotions. Additionally, athletics expenses (travel, uniforms, supplies) rose, and the College participated in *The College Tour* television series.
- ❖ Institutional support decreased by \$3.9 million or 29.7%, as HEERF-funded projects were largely completed in FY2023. The College received an extension to complete remaining projects in FY2024 and 2025.
- ❖ Plant increased by \$2.1 million or 21.9% due to the ongoing work on the Cranford Campus electrical substations and the completion of the HVAC project in the Science Building.

**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025**

The following are graphic illustrations of operating expenses by categories for each fiscal year:



**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025**



UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025

Operating Loss

The College reported an operating loss of \$42.4 million in FY 2025 as compared to a loss of \$36.6 million in FY 2024. The increase in operating loss reflects a \$4.5 million increase in operating revenues and a \$10.3 million increase in educational and general expenses. The loss highlights the critical role of nonoperating revenue, particularly State and County Appropriations, which are essential to maintaining affordable, high-quality education for students.

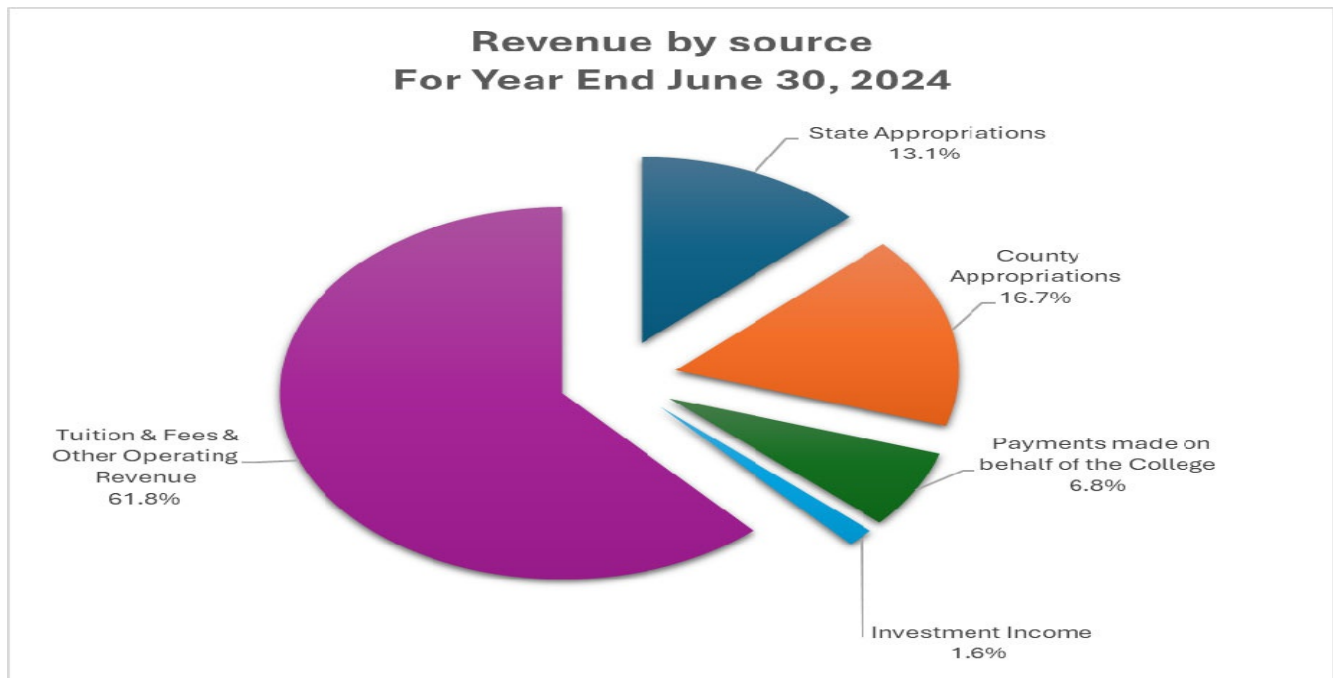
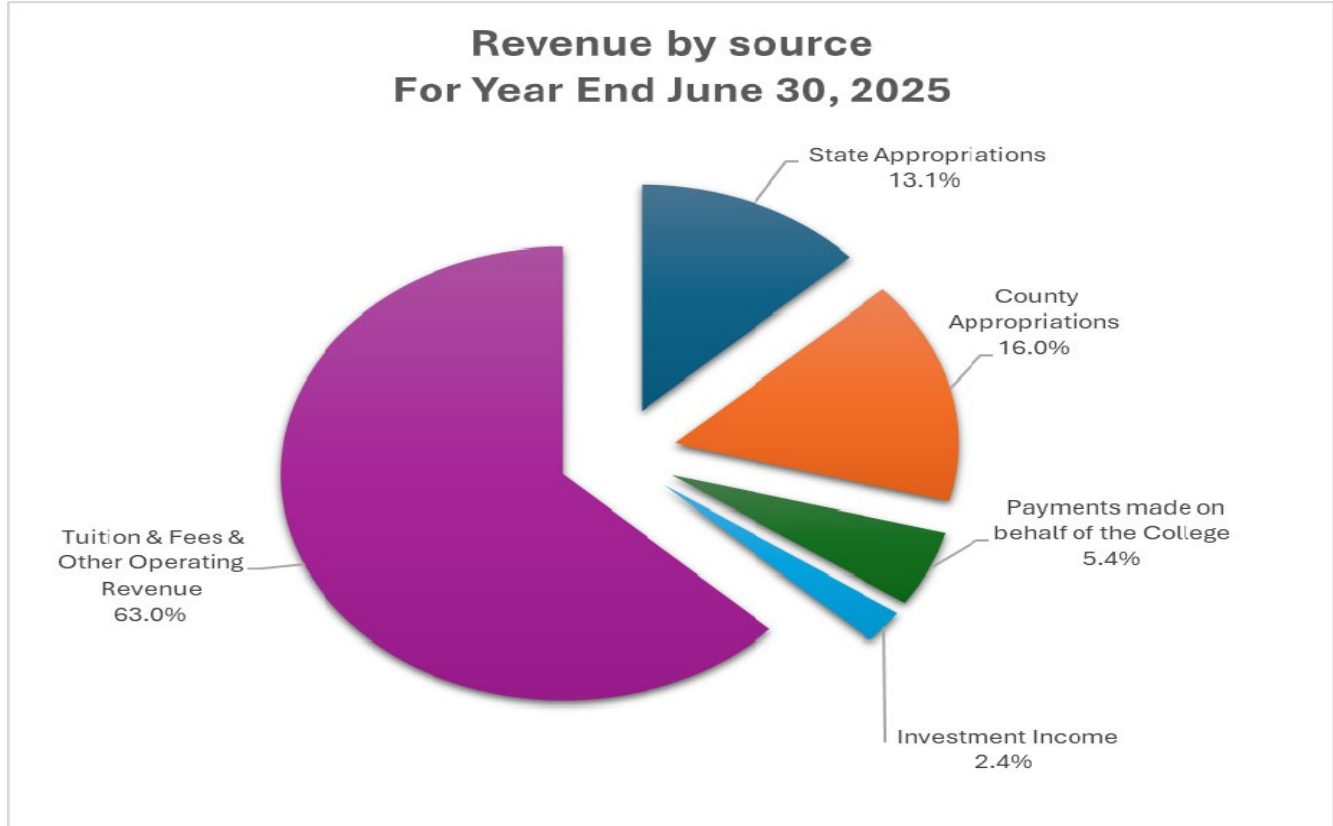
Nonoperating Revenues, Net (\$000)	2025	2024	2025 vs 2024		2023	2024 vs 2023	
			Inc (Dec)	% Change		Inc (Dec)	% Change
State Appropriations	\$ 13,303	\$ 12,615	\$ 688	5.5 %	\$ 11,315	\$ 1,300	11.5 %
County Appropriations	16,214	16,053	161	1.0	16,053	-	-
Payments on behalf of the College	5,522	6,565	(1,043)	(15.9)	6,828	(264)	(3.9)
Investment Income	<u>2,464</u>	<u>1,539</u>	<u>925</u>	<u>60.1</u>	<u>650</u>	<u>888</u>	<u>136.6</u>
Total Nonoperating Revenues, Net	<u>\$ 37,502</u>	<u>\$ 36,772</u>	<u>\$ 730</u>	<u>2.0</u>	<u>\$ 34,847</u>	<u>\$ 1,925</u>	<u>5.5</u>

The College relies on nonoperating revenue to subsidize the cost of education for its students. Nonoperating revenues increased by approximately \$730 thousand, or 2.0%, compared to the prior year. The increase was primarily driven by higher state appropriations and investment income, partially offset by a decrease in payments made on behalf of the College under GASB Statement No. 75 related to other postemployment benefits (OPEB).

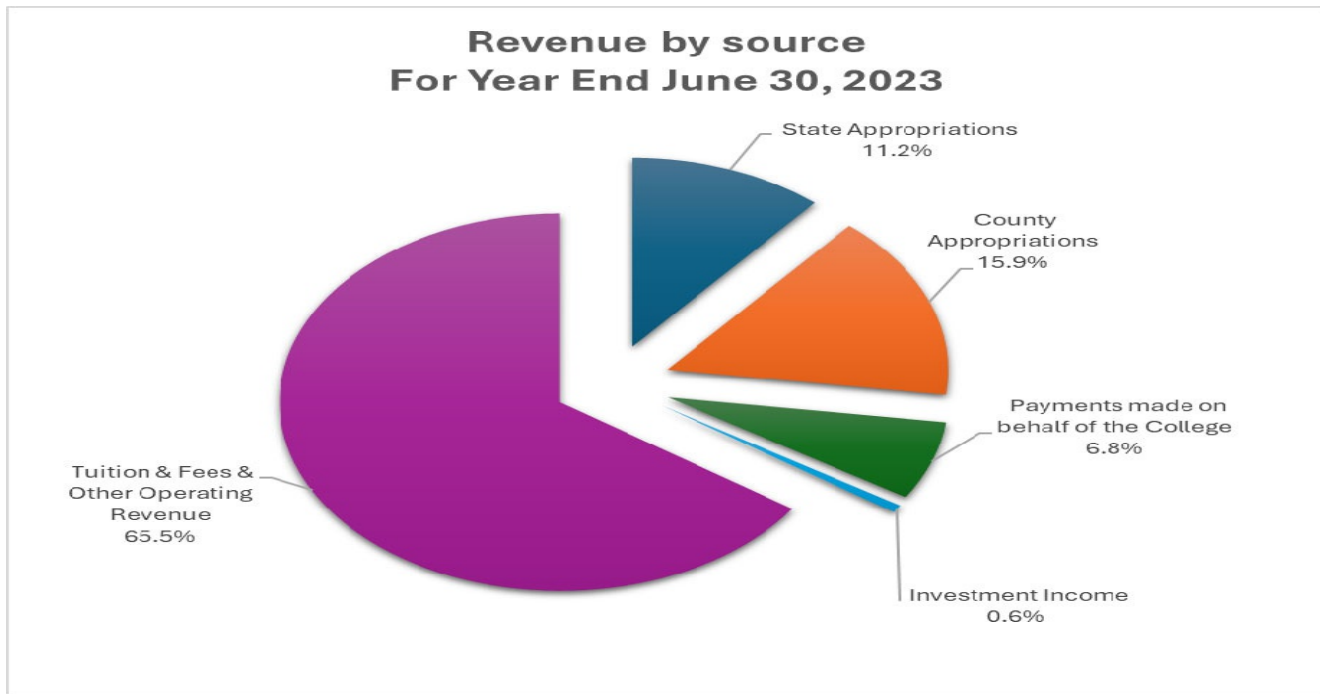
State appropriations increased due to performance-based funding gains, as the College achieved higher outcomes in key metrics related to access and enrollment. Investment income also rose as a result of favorable interest rate conditions during the fiscal year. These increases were offset by a reduction in OPEB payments made on the College's behalf, reflecting actuarial and funding changes at the state level.

**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025**

The following are graphic illustrations of revenue by source for each fiscal year:



**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025**



UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025

Capital Contributions and Grants

Capital Grants and Contributions decreased by approximately \$2.4 million compared to the prior year. The decline primarily reflects timing differences in major capital projects. Work on the substation replacement project was temporarily delayed, resulting in lower capital activity during the fiscal year. In addition, most county-funded capital contributions were designated for the Physical Education Center project, which did not break ground until fiscal year 2026. As a result, limited county capital projects occurred during the current reporting period.

Capital Grants and Contributions increased by \$1.1 million in FY 2024. As mentioned in the prior year, the College began the substation replacement project, which involves replacing four electrical substations on the Cranford Campus. This project, funded by the County, has an estimated total cost of \$2.0 million, with work continuing throughout FY 2024. The increase in capital grants reflects ongoing support for this critical infrastructure improvement, which will enhance the College's campus facilities and ensure continued reliable service.

Statement of Net Position

Net Position (\$000)	2025	2024	2025 vs 2024		2023	2024 vs 2023	
			Inc (Dec)	% Change		Inc (Dec)	% Change
Current Assets	\$ 78,922	\$ 79,630	\$ (708)	(0.9)%	\$ 79,908	\$ (278)	(0.3)%
Noncurrent Assets:							
Lease Receivable	3,261	1,336	1,925	144.1	1,417	(81)	-
Capital Assets, Net of							
Depreciation/Amortization	120,690	127,919	(7,229)	(5.7)	129,936	(2,017)	(1.6)
Total Assets	202,873	208,885	(6,012)	(2.9)	211,261	(2,376)	(1.1)
Deferred Outflows of Resources	1,770	1,509	261	17.3	2,021	(512)	(25.3)
Current Liabilities	18,300	16,291	2,009	12.3	17,876	(1,585)	(8.9)
Noncurrent Liabilities	27,964	31,338	(3,374)	(10.8)	32,096	(758)	(2.4)
Total Liabilities	46,264	47,629	(1,365)	(2.9)	49,972	(2,343)	(4.7)
Deferred Inflows of Resources	6,274	5,498	776	14.1	8,154	(2,656)	(32.6)
Capital Assets - Net Position	103,461	109,100	(5,639)	(5.2)	111,098	(1,998)	(1.8)
Unrestricted - Net Position	48,644	48,167	477	1.0	44,058	4,109	9.3
Total Net Position	<u>\$ 152,105</u>	<u>\$ 157,267</u>	<u>\$ (5,162)</u>	(3.3)	<u>\$ 155,156</u>	<u>\$ 2,111</u>	1.4

Total Assets in FY 2025 decreased by \$6.0 million, or 2.9%, compared to the prior year. The primary factor contributing to this change was a \$7.2 million decrease in capital assets, net of depreciation and amortization. The decrease reflects normal depreciation of existing facilities and equipment, combined with limited additions to capital assets during the fiscal year, as several major projects – such as the Physical Education Center and substation replacement – remained in the planning or early development stages.

Total Assets in FY 2024 decreased by \$2.4 million, or 1.1%, compared to the prior year. Capital Assets, net of depreciation and amortization, declined by \$2.0 million, primarily due to the capitalization of several IT projects funded by the Higher Education Emergency Relief Fund (HEERF). These projects, which include technology upgrades and infrastructure improvements, were completed during the fiscal year. Additionally, there was an increase in subscription-based assets during FY 2024, reflecting the College's investment in software and services to support its academic and operational needs.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025

Summary and Outlook

The College remains deeply committed to its mission of transforming our community – one student at a time. Guided by the priorities outlined in Aspen 3.0, the College continues to advance student success through intentional, data-informed strategies that remove barriers, build momentum, and create meaningful pathways to completion and beyond.

A central component of this work is Math Momentum, an effort to ensure that students enroll in and complete their gateway math courses early in their academic journey. This initiative is integrated into the Owl Flight Plan, which provides students with proactive advising and guided steps from enrollment to graduation. By linking academic planning, advising, and student support, the College is creating a more seamless experience that keeps students on track and connected to their goals.

The College has also expanded its focus on high-value and workforce programs that lead to family-sustaining wages and respond to local and regional workforce needs. Micro-credentials are being embedded into degree and certificate programs to provide students with marketable skills and stackable credentials along the way. Additionally, the hiring of a Transfer Coordinator and an Alumni Coordinator has enhanced support for students transitioning to four-year institutions and strengthened engagement with graduates, ensuring that the College remains a lifelong resource for educational and professional growth.

These student-centered efforts have contributed to a significant increase in enrollment, driven largely by the College's Strategic Enrollment Management (SEM) Plan. The SEM Plan combines targeted outreach to specific student populations – including adult learners – with retention initiatives that help students persist and succeed. As a result, overall enrollment has grown by more than 7 percent, a notable achievement in the current higher education landscape.

To support the enrollment goals, the College has implemented a new tuition structure, transitioning from an in-county/out-of-county model to an in-state/out-of-state framework. This change simplifies the tuition schedule, improves competitiveness, and supports equitable access for students across the region.

While the College continues to navigate the challenges of the national enrollment cliff, it remains focused on long-term sustainability and the stewardship of its physical and financial resources. Maintaining efficient, safe, and modern campuses is essential to supporting student success and program innovation. The College continues to plan strategically for deferred maintenance, balancing these needs with a commitment to prudent reserves and operational efficiency. The College is actively pursuing grant opportunities and external funding to help address deferred maintenance, enhance academic programs, and strengthen wrap-around services that remove barriers to completion. These investments ensure that facilities and resources evolve alongside student needs, fostering an environment where every learner can thrive.

Looking ahead, the College will continue to build on this momentum – expanding opportunity, empowering students to achieve their goals, and enriching the community it serves. Through continuous innovation, data-informed decision-making, and a focus on student success, the College is well-positioned to continue fulfilling its mission.

**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)
JUNE 30, 2025**

Union County College Foundation

In May 2002, the GASB issued Statement No. 39, *Determining Whether Certain Organizations are Component Units*. This statement requires the financial activities of a potential component unit to be reported in the financial statements of the reporting entity when specific criteria are met. The statement also specifies the manner in which those activities should be reported.

The activities of Union County College Foundation (the Foundation) are considered a component unit of the College due to the fact that the Foundation's activities are entirely for the direct benefit of the College and/or its students. The financial statements for the Foundation have been discretely presented in the report as a component unit, pursuant to GASB Statement No. 39.

BASIC FINANCIAL STATEMENTS

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
STATEMENTS OF NET POSITION
JUNE 30, 2025 AND 2024

	2025		2024	
	College	Component Unit - UCC Foundation	College	Component Unit - UCC Foundation
ASSETS AND DEFERRED OUTFLOWS OF RESOURCES				
CURRENT ASSETS				
Cash and Cash Equivalents	\$ 58,938,633	\$ 620,512	\$ 69,810,672	\$ 128,592
Investments	-	14,011,725	-	12,212,200
Student Accounts Receivable, Net of Allowance of \$1,810,626 in 2025 and \$1,674,548 in 2024	1,977,047	-	1,245,052	-
Grants Receivable	3,208,689	-	2,565,601	-
State of New Jersey Receivable:				
Alternative Benefit Program	541,102	-	484,620	-
County of Union Receivable	395,139	-	3,476,986	-
Lease Receivables, Current	303,471	-	81,691	-
Other Receivables	1,581,019	120,406	1,599,808	80,523
Other Assets	11,977,354	208,813	365,212	184,647
Total Current Assets	78,922,454	14,961,456	79,629,642	12,605,962
NONCURRENT ASSETS				
Endowment Investments	-	15,348,998	-	14,866,672
Lease Receivables, Noncurrent	3,261,237	-	1,335,584	-
Capital Assets, Net	120,690,214	533,164	127,918,930	537,120
Total Noncurrent Assets	123,951,451	15,882,162	129,254,514	15,403,792
DEFERRED OUTFLOWS OF RESOURCES				
Pension Related	1,769,837	-	1,517,794	-
Total Assets and Deferred Outflows of Resources	<u>\$ 204,643,742</u>	<u>\$ 30,843,618</u>	<u>\$ 210,401,950</u>	<u>\$ 28,009,754</u>

See accompanying Notes to Financial Statements.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
STATEMENTS OF NET POSITION (CONTINUED)
JUNE 30, 2025 AND 2024

	2025		2024	
	College	Component Unit - UCC Foundation	College	Component Unit - UCC Foundation
LIABILITIES, DEFERRED INFLOWS OF RESOURCES, AND NET POSITION				
CURRENT LIABILITIES				
Accounts Payable	\$ 6,126,496	\$ 461,339	\$ 5,616,435	\$ 34,971
Accrued Expenses	4,761,212	97,359	5,183,642	68,075
Due to State of New Jersey	944,344	-	862,533	-
Unearned Revenue	525,680	198,560	-	327,968
Unearned Student Tuition and Fee Revenue	2,173,096	-	1,883,866	-
Unearned Federal and State Grant Revenue	1,574,602	-	1,645,685	-
Lease Liability, Current	481,442	-	466,068	-
Financed Purchase Agreement, Current	131,267	-	190,172	-
Subscription Liability Current	1,581,730	-	1,327,518	-
Total Current Liabilities	18,299,869	757,258	17,175,919	431,014
NONCURRENT LIABILITIES				
Lease Liability, Noncurrent	14,490,941	-	14,972,384	-
Financed Purchase Agreement, Noncurrent	-	-	131,267	-
Subscription Liability	543,404	-	1,731,997	-
Net Pension Liability	12,929,939	-	13,625,860	-
Total Noncurrent Liabilities	27,964,284	-	30,461,508	-
Total Liabilities	46,264,153	757,258	47,637,427	431,014
DEFERRED INFLOWS OF RESOURCES				
Pension Related	2,836,774	-	4,153,966	-
Lease Receivable	3,437,227	-	1,343,741	-
Total Deferred Inflows of Resources	6,274,001	-	5,497,707	-
NET POSITION				
Net Investment in Capital Assets	103,461,429	533,164	109,099,525	537,120
Restricted for:				
Nonexpendable:				
Program	-	501,104	-	537,826
Scholarships	-	14,847,894	-	14,328,846
Expendable:				
Scholarships	-	3,898,313	-	3,641,988
Other	-	9,141,964	-	7,490,147
Unrestricted	48,644,159	1,163,921	48,167,291	1,042,813
Total Net Position	152,105,588	30,086,360	157,266,816	27,578,740
Total Liabilities, Deferred Inflows of Resources, and Net Position	<u>\$ 204,643,742</u>	<u>\$ 30,843,618</u>	<u>\$ 210,401,950</u>	<u>\$ 28,009,754</u>

See accompanying Notes to Financial Statements.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
STATEMENTS OF REVENUE, EXPENSES, AND CHANGES IN NET POSITION
YEARS ENDED JUNE 30, 2025 AND 2024

	2025		2024	
	College	Component Unit - UCC Foundation	College	Component Unit - UCC Foundation
REVENUES				
Operating Revenues:				
Student Tuition and Fees	\$ 44,267,915	\$ -	\$ 41,378,920	\$ -
Less: Scholarship Allowances	(22,163,816)	-	(19,187,879)	-
Net Student Tuition and Fees	22,104,099	-	22,191,041	-
Federal Grants	29,447,839	-	25,040,092	-
State Grants	10,845,517	-	10,805,711	-
Local Grants	236,697	-	61,746	-
Gifts and Contributions	229,558	1,659,574	223,557	1,411,512
Other	1,014,012	-	1,070,070	-
Total Operating Revenues	63,877,722	1,659,574	59,392,217	1,411,512
EXPENSES				
Operating Expenses:				
Educational and General:				
Instructional	40,349,701	-	37,115,047	-
Public Service	2,820,723	-	2,265,810	-
Academic Support	7,335,318	-	7,275,472	-
Student Services	11,318,421	-	10,072,015	-
Institutional Support	10,328,619	-	9,282,893	-
Plant Operations and Maintenance	12,354,016	-	11,633,889	-
Student Aid	10,887,353	1,670,383	8,284,074	1,477,597
Depreciation/Amortization	10,836,663	3,956	10,020,000	3,956
Other Expenses	-	660,846	-	634,197
Total Operating Expenses	106,230,814	2,335,185	95,949,200	2,115,750
OPERATING LOSS	(42,353,092)	(675,611)	(36,556,983)	(704,238)
NONOPERATING REVENUES (EXPENSES)				
State Appropriations	13,303,313	-	12,615,111	-
County Appropriations	16,213,847	-	16,053,314	-
Investment Income	2,463,663	2,700,905	1,538,740	3,340,139
Interest on Capital Asset Related Debt	(502,080)	-	(524,742)	-
Additions to Permanent Endowments	-	482,326	-	221,471
Other	-	-	(204,137)	-
On-Behalf Payments:				
Alternate Benefit Plan	1,377,453	-	1,257,948	-
Other Post Employment Benefits	4,144,167	-	5,306,934	-
Net Nonoperating Revenues	37,000,363	3,183,231	36,043,168	3,561,610
INCOME BEFORE OTHER REVENUES	(5,352,729)	2,507,620	(513,815)	2,857,372
CAPITAL GRANTS AND CONTRIBUTIONS	191,501	-	2,624,801	-
INCREASE IN NET POSITION	(5,161,228)	2,507,620	2,110,986	2,857,372
Net Position - Beginning of Year	157,266,816	27,578,740	155,155,830	24,721,368
NET POSITION - END OF YEAR	<u>\$ 152,105,588</u>	<u>\$ 30,086,360</u>	<u>\$ 157,266,816</u>	<u>\$ 27,578,740</u>

See accompanying Notes to Financial Statements.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
STATEMENTS OF CASH FLOWS
YEARS ENDED JUNE 30, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from Student Revenue	\$ 11,184,703	\$ 15,622,834
Receipts from Government Grants	39,886,965	38,729,394
Payments to Suppliers	(26,456,265)	(11,307,387)
Payments to and on Behalf of Employees	(64,530,236)	(64,320,191)
Receipts from Gifts and Contributions	229,558	223,557
Other Receipts	1,014,012	1,070,070
Net Cash Used by Operating Activities	<u>(38,671,263)</u>	<u>(19,981,723)</u>
CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES		
State Appropriations	13,303,313	12,615,111
County Appropriations	16,213,847	16,053,314
Loan Program Receipts	3,749,516	3,527,354
Loan Program Disbursements	<u>(3,749,516)</u>	<u>(3,527,354)</u>
Net Cash Provided by Noncapital Financing Activities	29,517,160	28,668,425
CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES		
Capital Grants	191,501	2,624,801
Purchase of Capital Assets	(3,607,916)	(8,002,460)
Principal Paid on Debt, Leases, and Subscriptions	(263,104)	(19,192)
Interest Paid on Long-Term Debt, Leases, and Subscriptions	<u>(502,080)</u>	<u>(524,742)</u>
Net Cash Used by Capital and Related Financing Activities	(4,181,599)	(5,921,593)
CASH FLOWS FROM INVESTING ACTIVITIES		
Interest on Investments	<u>2,463,663</u>	<u>1,538,740</u>
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	(10,872,039)	4,303,849
Cash and Cash Equivalents - Beginning of Year	<u>69,810,672</u>	<u>65,506,823</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	<u><u>\$ 58,938,633</u></u>	<u><u>\$ 69,810,672</u></u>

See accompanying Notes to Financial Statements.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
STATEMENTS OF CASH FLOWS (CONTINUED)
YEARS ENDED JUNE 30, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
RECONCILIATION OF NET OPERATING REVENUES (EXPENSES)		
TO NET CASH USED BY OPERATING ACTIVITIES		
Operating Loss	\$ (42,353,092)	\$ (36,556,983)
Adjustments to Reconcile Net Operating Loss to Net Cash		
Used by Operating Activities:		
Depreciation/Amortization Expense	10,836,663	10,020,000
On-Behalf Payments	5,521,620	6,564,882
Changes in Assets and Liabilities:		
Receivables, Net	(10,601,560)	4,304,233
Accounts Payable and Accrued Expenses	(27,885)	(1,991,468)
Net Pension Liability	(2,265,156)	(2,938,444)
Unearned Revenue:		
Student Tuition and Fees	289,230	285,169
Federal and State Grants	(71,083)	330,888
Net Cash Used by Operating Activities	<u><u>\$ (38,671,263)</u></u>	<u><u>\$ (19,981,723)</u></u>
SIGNIFICANT NONCASH TRANSACTIONS		
Expenses Paid on Behalf of the College	<u><u>\$ 5,521,620</u></u>	<u><u>\$ 6,564,882</u></u>

See accompanying Notes to Financial Statements.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization

UCNJ Union College of Union County, NJ (the College) was established in 1933 as a private college. In 1982, with the merger of then Union College and Union County Vocational Technical Institute, Union College of Union County, New Jersey was established as a public comprehensive community college pursuant to N.J.S. 18A: 64A-50 et seq. It is a member of New Jersey's system of 18 county colleges and is a component unit of the County of Union. The College operates campuses in Cranford, Elizabeth, Plainfield, and Scotch Plains. The College's enrollment for Fall 2024 was 3,732 full time students and 4,529 part time students. The College is accredited by the Commission on Higher Education of the Middle States Association of Colleges and Schools.

Pursuant to N.J.S. 18A-64A-55, the Board of Trustees of UCNJ Union College of Union County, NJ consists of the County Superintendent of Schools, four citizens of Union County appointed by the Union County Board of County Commissioners, four trustees appointed by the Board of Governors of UCNJ Union College of Union County, NJ (see more on Board of Governors below), and two citizens of Union County appointed by the Governor of the State of New Jersey. The term of office of these appointed members is four years. In addition, one representative of the Student Body of UCNJ Union College of Union County, NJ is elected from the graduating class to serve as a nonvoting Trustee for a term commencing at the next reorganization meeting of the Board of Trustees following the graduation of their class. In addition, the President of the College serves as an ex-officio member of the Board of Trustees. The Board is responsible for the fiscal control and general supervision over the conduct of the College. A chairman is elected by the Board of Trustees from its voting membership.

In addition to the Board of Trustees, UCNJ Union College of Union County, NJ also has a Board of Governors. The Board of Governors is vested with specific areas of authority. It is authorized to give advice and consent to the Board of Trustees in connection with the appointment, compensation, and term of office of the President of the College, act in an overall advisory capacity and control properties, funds and trust vested when Union College, a two-year private College, began functioning as UCNJ Union College of Union County, NJ. The Board of Governors is appointed as follows: the President of the College who serves in an ex-officio capacity without a vote, three Alumni Governors nominated by the UCNJ Union College of Union County NJ, Alumni Association, three county residents nominated by the Union County Board of County Commissioners, and all remaining Governors up to a maximum of 30 are appointed by the existing Board of Governors. The College currently has 22 members of the Board of Governors. The term of a member of the Board of Governors is three years.

The College offers a wide range of academic programs, including associate degrees in arts, science, and applied science.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Organization (Continued)

UCNJ Union College of Union County, NJ is a component unit of the County of Union as described in Governmental Accounting Standards Board (GASB) Statement No. 14 – *The Financial Reporting Entity*. The financial statements of the College would be either blended or discretely presented as part of the County's financial statements if the County prepared its financial statements in accordance with GASB Statement No. 34 – *Basic Financial Statements and Management's Discussion and Analysis for State of Local Governments*. The County of Union currently follows a basis of accounting and reporting model that is prescribed by the Department of Community Affairs, Division of Local Government Services, State of New Jersey. Therefore, the financial statements of the College are not presented with the County of Union's.

Component Unit

Union County College Foundation (the Foundation) is a New Jersey nonprofit corporation organized in December 1977. Its purpose is to support Union College of Union County, New Jersey by providing scholarships to students. The Foundation solicits public and private contributions to carry out its objectives. The Foundation is governed by a board of trustees, some of which are management of the College. In addition, College employees and facilities are used for virtually all activities of the Foundation. The Foundation reports under Financial Accounting Standards Board (FASB) Standards. As such, certain revenue recognition criteria and presentation features are different from GASB revenue recognition criteria and presentation features.

GASB Statement No. 14, *The Financial Reporting Entity*, and GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units*, provide guidance that all entities associated with a primary government are potential component units, and should be evaluated for inclusion in the financial reporting entity. A primary government is financially accountable not only for the organizations that make up its legal entity, but also for legally separate organizations that meet the criteria established by GASB Statements No. 14 and No. 39. In addition, GASB Statement No. 61 (GASB 61), *The Financial Reporting Entity: Omnibus – an amendment of GASB Statements No. 14 and No. 34*, provides additional guidance for organizations that do not meet the financial accountability criteria for inclusion as component units but that nevertheless should be included because the primary government's management determines that it would be misleading to exclude them. In addition, GASB Statement No. 61 clarifies the manner in which component units are presented (discretely presented, blended, or included in the fiduciary fund financial statements).

In accordance with GASB 61, the Foundation meets the requirements for discrete presentation in the financial statements of the College. In accordance with GASB Statement Nos. 34 and 35, certain presentation adjustments to the financial statements of the Foundation were required to conform to the classification and display requirements in the aforementioned GASB statements as applicable to the College.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Component Unit (Continued)

During the fiscal years ended June 30, 2025 and 2024, the Foundation distributed \$1,670,383 and \$1,477,597, respectively, to the College for both restricted and unrestricted purposes.

The individual report of audit of the Foundation for the fiscal year ended June 30, 2025, can be obtained at the Foundation offices; Union County College Foundation, 1033 Springfield Avenue, Cranford, New Jersey 07016.

Basis of Presentation

The accompanying financial statements include all activities that are directly controlled by the College. In addition, the financial statements include the financial position and activities of the College's discretely presented component unit, Union County College Foundation. The financial statements are presented in accordance with accounting principles generally accepted in the United States of America applicable to governmental colleges and universities engaged in business-type activities as adopted by GASB Statement No. 35, *Basic Financial Statements and Management's Discussion and Analysis for Public Colleges and Universities*. The financial statement presentation required by GASB No. 35 provides a comprehensive, entity-wide perspective of the College's assets, liabilities, net position, revenues, expenses, changes in net position, and cash flows, and replaces the fund-group perspective previously required.

Basis of Accounting and Measurement Focus

For financial reporting purposes, the College is considered a special-purpose government engaged in only business-type activities. Accordingly, the College's financial statements have been presented using the economic resources measurement focus and the accrual basis of accounting. Under the accrual basis of accounting, revenues are recognized when earned and expenses are recorded when an obligation has been incurred. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

Cash and Cash Equivalents and Investments

For the purposes of the statement of cash flows, the College considers all highly liquid investments with an original maturity of three months or less to be cash and cash equivalents.

The College accounts for its investments at fair value in accordance with GASB Statement No. 31, *Accounting and Financial Reporting for Certain Investments and for External Investment Pools* and GASB Statement No. 72, *Fair Value Measurement Application*. Changes in unrealized gain (loss) on the carrying value of investments are reported as a component of investment income in the statement of revenues, expenses, and changes in net position.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Cash and Cash Equivalents and Investments (Continued)

N.J.S.A. 17:9-41 et seq. establishes the requirements for the security of deposits of governmental units. The statute requires that no governmental unit shall deposit public funds in a public depository unless such funds are secured in accordance with the Governmental Unit Deposit Protection Act (GUDPA), a multiple financial institutional collateral pool, which was enacted in 1970 to protect governmental units from a loss of funds on deposit with a failed banking institution in New Jersey. Public depositories include State or federally chartered banks, savings banks or associations located in or having a branch office in the state of New Jersey, the deposits of which are federally insured. All public depositories must pledge collateral, having a market value at least equal to 5% of the average daily balance of collected public funds, to secure the deposits of governmental units. If a public depository fails, the collateral it has pledged, plus the collateral of all other public depositories, is available to pay the amount of their deposits to the governmental units.

Accounts Receivable

Accounts receivable consists of tuition and fees charged to students and various other receivables. Accounts receivable are recorded net of estimated uncollectible amounts.

Prepaid Expenses

Prepaid expenses represent payments made to vendors for services that will benefit periods beyond June 30, 2025 and 2024.

Tuition

Each year the Board of Trustees sets tuition rates based upon full-time enrollment or part-time enrollment on a per credit hour rate or other basis. Rates vary based upon residence within Union County and out of county. Student revenues are presented in the statement of revenues, expenses, and changes in net position, net of scholarships applied to student accounts, while other payments made directly to students are presented as student aid expenses and are recognized in the period earned. Student revenues collected in advance of the fiscal year are recorded as unearned revenue in the accompanying financial statements.

State Appropriations

The New Jersey Department of Treasury, Office of Management and Budget (OMB) allocates the annual appropriation for community college operating aid as prescribed by N.J.S.A. 18A:64A-22. In FY 2022, a new funding formula was developed and approved. The funding formula now includes metrics that allocate funding based on enrollment, access, equity/diversity, adult enrollment, and student progress and completion.

County Appropriations

N.J.S.A. 18A:64A-22 states that each county which operates a county college shall continue to provide moneys for the support of the college in an amount no less than those moneys provided in the year in which this act is enacted or 25% of the operational expense in the base state fiscal year, whichever is greater.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Unearned Revenue

Unearned revenue represents tuition revenue that has been billed before June 30 for classes that are scheduled to begin the next fiscal year. It also includes cash, which has been received for grants, but not yet earned.

Capital Assets

Capital assets include property, plant equipment, and infrastructure assets, such as roads and sidewalks. Capital assets are defined by the College as assets with an initial unit cost of \$5,000 or more and an estimated useful life in excess of five years. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at estimated acquisition value at the date of donation. The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend the asset life are not capitalized. Major outlays for capital assets and improvements are capitalized as projects are constructed.

Capital assets of the College are depreciated using the straight-line method over the following useful lives:

Buildings and Improvements	20 to 40 Years
Equipment, Software, and Vehicles	5 to 20 Years

Right-of-use Assets and Subscription Based Information Technology Arrangements are amortized based on life of the contract.

Depreciation and amortization expense for the fiscal years ending June 30, 2025 and 2024, was \$10,836,663 and \$10,020,000, respectively.

Financial Dependency

Among the College's largest revenue sources include appropriations from the state of New Jersey and County of Union, including contributions made by the state on behalf of the College for the Alternate Benefit Program. The College is economically dependent on these appropriations to carry on its operations.

Compensated Absences

Compensated absences are those absences for which employees will be paid, such as vacation. A liability for compensated absences that are attributable to services already rendered, and that are not contingent on a specific event that is outside the control of the College and its employees, is accrued as the employees earn the rights to the benefits. Compensated absences that relate to future services, or that are contingent on a specific event that is outside the control of the College and its employees, are accounted for in the period in which such services are rendered or in which such events take place.

Allowance for Doubtful Accounts

The allowance for doubtful accounts of student accounts receivable is based on average percentages of past years collection rates. The allowance for June 30, 2025 and 2024, was \$1,810,626 and \$1,674,548, respectively.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make certain estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Federal Financial Assistance Programs

The College participates in the following federally funded financial assistance programs to distribute student financial assistance funds and loans to students; Federal Pell Grants, Federal Supplemental Educational Opportunity Grants (FSEOG), Federal Work-Study Grants and Federal Direct Loan Program (FDL). Federal programs are audited in accordance with Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*.

Scholarship Discounts and Allowances

Student tuition and fee revenues are reported net of scholarship discount and allowances in the statement of revenues, expenses, and changes in net position. Scholarship discount and allowances are the difference between the stated charge for goods and services provided by the College, and the amount that is paid by students and/or third parties making payments on the students' behalf. Certain government grants, such as Pell grants, as well as other federal grants and state grants, are recorded as operating revenue in the College's financial statements. To the extent that revenues from such programs are used to satisfy tuition and fees, the College has recorded a scholarship discount and allowance. The amount of scholarship discount and allowances for the fiscal years ending June 30, 2025 and 2024, was \$22,163,816 and \$19,187,879, respectively.

On-Behalf Payments, Pension and OPEB

The College follows the requirements of GASB Statement No. 24, *Accounting and Financial Reporting for Certain Grants and Other Financial Assistance*, which recommends that revenue and expenditures be recorded in the financial statements for the State of New Jersey On-Behalf Payments for the Alternate Benefit Program.

The College has recorded a revenue and expense for payments made to the School Employees' Health Benefit Program (SEHBP), by the state of New Jersey (the State) on behalf of certain employees of the College. For the fiscal year ending June 30, 2018, the College GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*, whereby the State is responsible for the employer contributions and the total OPEB liability resulting from a special funding situation. Therefore, for the fiscal years ended June 30, 2025 and 2024, the College has reported its proportionate share of the collective OPEB expense and revenue for the State's OPEB expense.

Income Taxes

The College is a political subdivision of the state of New Jersey and is excluded from federal income taxes under Section 115(1) of the Internal Revenue Code (IRC), as amended.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Classification of Revenue

The College has classified its revenues as either operating or nonoperating revenues in accordance with GASB Statement No. 33, *Accounting and Financial Reporting for Non-Exchange Transactions*.

Operating Revenues

Operating revenues include activities that have the characteristics of exchange transactions, such as (1) student tuition and fees, net of scholarship discounts and allowances; (2) sales and services of auxiliary enterprises, net of scholarship discounts and allowances; and (3) most federal and state grants and contracts as well as federal appropriations.

The College classifies Pell revenue as federal grant revenue, as these funds pay for student tuition and other related costs, included in Operating Revenues in the statement of revenue, expenses, and changes in net position. This is done in accordance with Footnote 42 of GASB 34 stating "Revenue and expense transactions normally classified as other than operating cash flows from operations in most proprietary funds may be classified as operating revenues and expenses if those transactions constitute the reporting proprietary fund's principal ongoing operations."

Nonoperating Revenues

Nonoperating revenues include activities that have the characteristics of nonexchange transactions, such as gifts and contributions, and other revenue sources that are defined as nonoperating revenues by GASB Statement No. 9, *Reporting Cash Flows of Proprietary and Nonexpendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting* and GASB No. 35, such as state and county appropriations and investment income.

Net Position

Net position represents the difference between the summation of assets and deferred outflows of resources, and the summation of liabilities and deferred inflows of resources. Net position is classified into the following three components:

Net Investment in Capital Assets

This component represents capital assets, net of accumulated depreciation and amortization, net of outstanding balances of borrowings used for the acquisition, construction, or improvement of those assets.

Restricted

Restricted expendable net position includes resources in which the College is legally or contractually obligated to spend resources in accordance with restrictions imposed by external third parties. When both restricted and unrestricted resources are available for use, it is the College's policy to use restricted resources first and then unrestricted resources as they are needed.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Net Position (Continued)

Unrestricted Net Position

Unrestricted net position represents resources derived from student tuition and fees, state and county appropriations, and sales and services of educational departments or auxiliary enterprises. These resources are used for transactions relating to the educational and general operations of the College and may be used at the discretion of the Board to meet current expenses for any purpose. These resources also include auxiliary enterprises, which are substantially self-supporting activities that provide services for students, faculty, and staff.

Deferred Inflows and Outflows of Resources

In addition to assets and liabilities, the statements of net position report separate sections of deferred outflows of resources and deferred inflows of resources. Deferred outflows of resources represent a consumption of net assets that applies to a future period which will not be recognized as an outflow of resources until that time. Deferred inflows of resources represent an acquisition of net assets that applies to a future period which will not be recognized as an inflow of resources until that time.

Deferred charges for defined benefit plans result from the difference between expected (actuarial) and actual experience, changes in actuarial assumptions, net difference between projected (actuarial) and actual earnings on pension plan investments, changes in the state's proportion of expenses and liabilities to the pension as a whole, differences between the College's pension contributions and its proportionate share of contributions, and the College's pension contributions subsequent to the pension valuation measurement date.

Leases and Subscription-Based Information Technology Arrangements

The College routinely engages in lease subscription-based Information technology arrangements (SBITA) agreements to meet operational needs. The College's lease contracts generally relate to land and, buildings. For short-term leases with a maximum possible term of 12 months or less at commencement, the College recognizes periodic revenue or expense based on the provision of the lease or SBITA contract. For all other contracts where the College is the lessee, that meet the requirements of GASB 87 or 96, the College recognized a lease liability, and an intangible right-of-use asset based on the present value of the future lease payments over the contracted term of the lease. Lease/SBITA right-of-use assets are reported with capital assets, and lease/SBITA liabilities are reported as long-term debt in the statement of net position. The right-of-use lease assets and subscriptions are amortized over the term of the lease, as the College is not expected to lease assets beyond the underlying asset's useful life. The College also serves as a lessor for certain real estate. For those agreements required to be recorded, the financial statements recognize a lease receivable and a deferred inflow of resources, based on the present value of the future lease payments expected to be received during the contracted lease term period and the deferred inflow of resources is amortized evenly over the term of the lease. Lease receivables are reported with other current assets and other noncurrent assets. Deferred inflow – lease receivable is reported as deferred inflow in the statement of net position. The College uses its estimated incremental borrowing rate as the discount rate for leases and SBITAs unless the rate the lessor charges is known.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Leases and Subscription-Based Information Technology Arrangements (Continued)

If amendments or other certain circumstances occur that are expected to significantly affect the amount of the lease/SBITA, the present value is remeasured, and corresponding adjustments made. Payments based on future performance are not included in the measurement of the lease/SBITA liability or lease receivable but recognized as expense or revenue in the period performed. Residual value guarantees and exercise options will be included in the measurement if they are reasonably certain to be paid or exercised.

Impact of Recently Issued Accounting Principles

The College implemented the following GASB Statement for the fiscal year ended June 30, 2025:

In June 2022, GASB issued Statement No. 101, Compensated Absences, effective for reporting periods beginning after December 15, 2023. Statement No. 101, which supersedes Statement No. 16, Accounting for Compensated Absences, defines compensated absences and provides a unified model for recognition of a liability and expense for leave that has not been used, provided it meets specified criteria. Implementation of the new standard resulted in the recognition of approximately \$116,000 in additional compensated absences expense during the current fiscal year. The impact on June 30, 2024 balances and years prior was evaluated and determined to be immaterial; therefore, the prior year balances were not restated.

NOTE 2 CASH AND CASH EQUIVALENTS

Custodial Credit Risk

Custodial credit risk is the risk that, in the event of a bank failure, the College's deposits might not be recovered. Although the College does not have a formal policy regarding custodial credit risk, N.J.S.A. 17:9-41 et seq. requires that governmental units shall deposit public funds in public depositories protected from loss under the provisions of the Governmental Unit Deposit Protection Act (GUDPA). Under the Act, the first \$250,000 of governmental deposits in each insured depository is protected by the Federal Deposit Insurance Corporation (FDIC). Public funds owned by the College in excess of FDIC insured amounts are protected by GUDPA. However, GUDPA does not protect intermingled trust funds such as salary withholdings or funds that may pass to the College relative to the happening of a future condition. Such funds would be shown as uninsured and uncollateralized in the schedule below.

As of June 30, 2025 and 2024, the College's bank balances were exposed to custodial credit risk as follows:

	2025	2024
Insured	\$ 2,000,000	\$ 1,750,000
Collateralized Under GUDPA	57,909,561	68,224,193
Total	<u>\$ 59,909,561</u>	<u>\$ 69,974,193</u>

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 3 LEASE RECEIVABLES

The College routinely leases various land or facilities to third parties. The contracts, at times, may include variable payments that are not known or certain to be exercised at the time of the lease receivable valuation. These are recognized as income in the period that they occur.

The lease revenue and interest income for the fiscal years ended June 30, 2025 and 2024, are summarized in the following schedule:

	2025	2024
Lease Revenue	\$ 345,479	\$ 353,015
Interest Income	120,673	51,318
Total	<u>\$ 466,152</u>	<u>\$ 404,333</u>

Total future minimum lease payments to be received under lease agreements are as follows:

<u>Fiscal Year Ending June 30,</u>	<u>Lease Receivables</u>	
	<u>Principal</u>	<u>Interest</u>
2026	\$ 303,471	\$ 111,019
2027	314,855	100,980
2028	326,389	90,574
2029	339,576	79,768
2030	316,644	68,921
2031-2035	1,328,843	196,767
2036-2037	316,508	77,672
2041-2045	318,422	21,697
Total	<u>\$ 3,564,708</u>	<u>\$ 747,398</u>

The following summary provides aggregated information reported for June 30, 2025 and 2024, lease receivables including additions and reductions for the years then ended.

	Balance as of July 1, 2024	2024-25 Additions	2024-25 Reductions	Balance as of June 30, 2025
Lease Receivable	<u>\$ 1,417,275</u>	<u>\$ 2,438,965</u>	<u>\$ (291,532)</u>	<u>\$ 3,564,708</u>
	Balance as of July 1, 2023	2023-24 Additions	2023-24 Reductions	Balance as of June 30, 2024
Lease Receivable	<u>\$ 1,777,099</u>	<u>\$ -</u>	<u>\$ (359,824)</u>	<u>\$ 1,417,275</u>

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 4 CAPITAL ASSETS

The following schedule is a summarization of the changes in capital assets by source at June 30, 2025 and 2024:

	Balance July 1, 2024	Increases	Decreases	Adjustments	Balance June 30, 2025
Capital Assets, Nondepreciable:					
Land	\$ 4,833,320	\$ -	\$ -	\$ -	\$ 4,833,320
Construction in Progress	8,310,257	1,201,472	(719,409)	-	8,792,320
Total Capital Assets, Nondepreciable	13,143,577	1,201,472	(719,409)	-	13,625,640
Capital Assets, Depreciable and Amortizable:					
Building and Improvements	178,626,222	1,299,617	-	-	179,925,839
Intangible Asset - Easement	2,100,000	-	-	-	2,100,000
Equipment, Software, and Vehicles	44,393,074	925,777	(103,550)	-	45,215,301
Subscription Assets	6,603,791	912,999	-	-	7,516,790
Right-of-Use Asset	16,942,701	-	-	-	16,942,701
Total Capital Assets, Depreciable and Amortizable	248,665,788	3,138,393	(103,550)	-	251,700,631
Less: Accumulated Depreciation/Amortization for:					
Buildings and Improvements	(101,841,865)	(4,396,089)	-	-	(106,237,954)
Intangible Asset - Easement	(367,500)	(105,000)	-	-	(472,500)
Equipment, Software, and Vehicles	(24,863,671)	(3,773,169)	91,041	-	(28,545,799)
Subscription Assets	(3,665,267)	(1,774,372)	-	-	(5,439,639)
Right-of-Use Asset	(3,152,132)	(788,033)	-	-	(3,940,165)
Total Depreciation/Amortization	(133,890,435)	(10,836,663)	91,041	-	(144,636,057)
Total Capital Assets, Depreciable/Amortizable, Net	114,775,353	(7,698,270)	(12,509)	-	107,064,574
Capital Assets, Net	<u>\$ 127,918,930</u>	<u>\$ (6,496,798)</u>	<u>\$ (731,918)</u>	<u>\$ -</u>	<u>\$ 120,690,214</u>
	Balance July 1, 2023	Increases	Decreases	Adjustments	Balance June 30, 2024
Capital Assets, Nondepreciable:					
Land	\$ 4,833,320	\$ -	\$ -	\$ -	\$ 4,833,320
Construction in Progress	14,657,623	3,395,496	(9,720,500)	(22,362)	8,310,257
Total Capital Assets, Nondepreciable	19,490,943	3,395,496	(9,720,500)	(22,362)	13,143,577
Capital Assets, Depreciable and Amortizable:					
Building and Improvements	177,304,973	1,321,249	-	-	178,626,222
Intangible Asset - Easement	2,100,000	-	-	-	2,100,000
Equipment, Software, and Vehicles	33,349,712	11,050,357	(6,995)	-	44,393,074
Subscription Assets	4,625,571	1,978,220	-	-	6,603,791
Right-of-Use Asset	16,942,701	-	-	-	16,942,701
Total Capital Assets, Depreciable and Amortizable	234,322,957	14,349,826	(6,995)	-	248,665,788
Less: Accumulated Depreciation/Amortization for:					
Buildings and Improvements	(97,439,678)	(4,402,187)	-	-	(101,841,865)
Intangible Asset - Easement	(262,500)	(105,000)	-	-	(367,500)
Equipment, Software, and Vehicles	(21,519,486)	(3,351,180)	6,995	-	(24,863,671)
Subscription Assets	(2,291,667)	(1,373,600)	-	-	(3,665,267)
Right-of-Use Asset	(2,364,099)	(788,033)	-	-	(3,152,132)
Total Depreciation/Amortization	(123,877,430)	(10,020,000)	6,995	-	(133,890,435)
Total Capital Assets, Depreciable/Amortizable, Net	110,445,527	4,329,826	-	-	114,775,353
Capital Assets, Net	<u>\$ 129,936,470</u>	<u>\$ 7,725,322</u>	<u>\$ (9,720,500)</u>	<u>\$ (22,362)</u>	<u>\$ 127,918,930</u>

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 5 ACCRUED COMPENSATED ABSENCES

It is the College's policy to payout employees upon termination for accrued vacation at their current rate of pay, including FICA and related benefits. Physical Plant and Public Safety employees can accrue up to 192 hours of accrued vacation and all other employees can accrue up to 168 hours of accrued vacation. An employee may request to carry forward additional hours; however, in no event shall they carry forward more than 192 hours and 168 hours, respectively. As of June 30, 2025 and 2024, the liabilities for accrued compensated absences, included in accrued expenses on the statements of net position, consist of the following:

	2025	2024
Vacation:		
Balance - Beginning of Fiscal Year	\$ 1,361,057	\$ 1,280,357
Increase/(Decrease) *	273,661	80,700
Balance - End of Fiscal Year	<u>\$ 1,634,718</u>	<u>\$ 1,361,057</u>

* Amount shown as a net change

NOTE 6 PENSION PLANS

A substantial number of the College's employees participate in one of the two following defined benefit and defined contribution pension plans: (1) the Public Employees' Retirement System or (2) the New Jersey Alternate Benefit Program, both of which are administered and/or regulated by the New Jersey Division of Pensions and Benefits. Each plan has a Board of Trustees that is primarily responsible for its administration. The Division issues a publicly available financial report that includes financial statements and required supplementary information. That report may be obtained by writing to:

State of New Jersey
Division of Pensions and Benefits
P.O. Box 295
Trenton, New Jersey 08625-0295

Public Employees' Retirement System

The Public Employees' Retirement System (PERS) is a cost-sharing multiple-employer defined benefit pension plan which was established as of January 1, 1955. The PERS provides retirement, death, and disability, and medical benefits to qualified members. Vesting and benefit provisions are established by N.J.S.A. 43:15A and 43:3B.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 PENSION PLANS (CONTINUED)

Public Employees' Retirement System (Continued)

The contribution requirements of plan members are determined by state statute. In accordance with Chapter 62, P.L. 1994, plan members enrolled in the Public Employees' Retirement System were required to contribute 5% of their annual covered salary. Effective July 1, 2008, however, in accordance with Chapter 92, P.L. 2007 and Chapter 103, P.L. 2007, plan members are required to contribute 5.5% of their annual covered salary. For employees enrolled in the retirement system prior to July 1, 2008, the increase is effective with the payroll period that begins immediately after July 1, 2008. Pursuant to the provisions of Chapter 78, P.L. 2011, the active member contribution rate increased to 6.5% plus an additional 1.0% phased-in over seven years. The phase-in of the additional incremental member contribution amount began July 1, 2012, and increases each subsequent July 1. The state treasurer has the right under the current law to make temporary reductions in member rates based on the existence of surplus pension assets in the retirement system; however, the statute also requires the return to the normal rate when such surplus pension assets no longer exist.

Annually, employer contributions to the PERS are actuarially determined and include the College's normal contribution plus any accrued liability, which ensures adequate funding for future pension system liability. The amount of contributions recognized by PERS from the College as of June 30, 2025, 2024, and 2023, were \$1,362,580, \$1,294,831, and \$1,257,310, respectively.

The total pension liability for the June 30, 2024, measurement date was determined by an actuarial valuation as of July 1, 2023, which was rolled forward to June 30, 2024. The total pension liability for the June 30, 2023 measurement date was determined by an actuarial valuation as of July 1, 2022. This actuarial valuation used the following actuarial assumptions, applied to the June 30, 2024 and 2023, measurement date:

- Actuarial cost method is entry age normal, level percent of pay.
- Straight-line amortization of investments over five years and amortization of assumption changes and noninvestment gains/losses over the average expected remaining service lives of all employees that are provided benefits.
- Inflation rate:
 - Price 2.75%
 - Wage 3.25%
- Investment return of 7.00%, including inflation.
- Salary increases of 2.75 – 6.55% based on years of service.
- Asset Valuation using fair (market) value.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 PENSION PLANS (CONTINUED)

Public Employees' Retirement System (Continued)

- Pre-retirement mortality rates were based on the Pub-2010 General Below-Median Income Employee mortality table with an 82.2% adjustment for males and 101.4% adjustment for females, and with future improvement from the base year of 2010 on a generational basis. Post-retirement mortality rates were based on the Pub-2010 General Below-Median Income Healthy Retiree mortality table with a 91.4% adjustment for males and 99.7% adjustment for females, and with future improvement from the base year of 2010 on a generational basis. Disability retirement rates used to value disabled retirees were based on the Pub-2010 Non-Safety Disabled Retiree mortality table with a 127.7% adjustment for males and 117.2% adjustment for females, and with future improvement from the base year of 2010 on a generational basis. Mortality improvement is based on Scale MP-2021.

In accordance with state statute, the long-term expected rate of return on pension plan investments was determined by the state treasurer, after consultation with the Directors of the Division of Investments and Division of Pensions and Benefits, the board of trustees, and the actuaries. Best estimates of arithmetic real rates of return for each major asset class included in PERS's target asset allocation as of June 30, 2024 and 2023 are summarized in the following table below.

PERS's policy in regard to the allocation of invested plan assets is established and may be amended by the PERS Board of Trustees. Plan assets are managed with a long-term objective of achieving and maintaining a fully funded status for the benefits provided through the pension. Following is the PERS Board of Trustees' adopted asset allocation policy and best estimates of geometric real rates of return for each major asset class as of June 30, 2024 and 2023.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 PENSION PLANS (CONTINUED)

Public Employees' Retirement System (Continued)

	<u>2025 Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Asset Class:		
Cash	2.00 %	3.57 %
U.S. Treasuries	4.00	3.57
Investment Grade Credit	7.00	5.37
International Mall Cap Equity	1.25	8.55
High-Yield Bonds	4.50	6.74
Private Credit	8.00	8.90
Real Assets	3.00	8.20
Real Estate	8.00	10.95
U.S. Equity	28.00	8.63
Non-U.S. Developed Markets Equity	12.75	8.85
Emerging Markets Equity	5.50	10.66
Private Equity	13.00	12.40
Risk Mitigation Strategies	3.00	7.10
Total	<u>100.00 %</u>	
	<u>2024 Target Allocation</u>	<u>Long-Term Expected Real Rate of Return</u>
Asset Class:		
Cash	2.00 %	3.31 %
U.S. Treasuries	4.00	3.31
Investment Grade Credit	7.00	5.19
International Mall Cap Equity	1.25	9.22
High-Yield Bonds	4.50	6.97
Private Credit	8.00	9.20
Real Assets	3.00	8.40
Real Estate	8.00	8.58
U.S. Equity	28.00	8.98
Non-U.S. Developed Markets Equity	12.75	9.22
Emerging Markets Equity	5.50	11.13
Private Equity	13.00	12.50
Risk Mitigation Strategies	3.00	6.21
Total	<u>100.00 %</u>	

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 PENSION PLANS (CONTINUED)

Public Employees' Retirement System (Continued)

The discount rate used to measure the total PERS pension liability was 7.00% as of June 30, 2024 and 2023, respectively. This single blended discount rate was based on the long-term expected rate of return on pension plan investments of 7.00% and a municipal bond rate of 3.65% as of June 30, 2023, based on the Bond Buyer Go 20-Bond Municipal Bond Index, which includes tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher. The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current member contribution rates and that contributions from employers will be based on 70% of the actuarially determined contributions for the state employer and 100% of actuarially determined contributions for the local employers. Based on those assumptions, the plan's fiduciary net position was projected to be available to make projected future benefit payments of current plan members through 2057. Therefore, the long-term expected rate of return on plan investments was applied to projected benefit payments through 2057 and the municipal bond rate was applied to projected benefit payments after that date in determining the total pension liability.

The following presents the College's proportionate share of the PERS net pension liability calculated using the discount rate of 7.00% as of June 30, 2025 and 2024, as well as what the collective net pension liability would be if it were calculated using a discount rate that is one percentage point lower (6.00% in 2025 and 2024) or one percentage point higher (8.00% in 2025 and 2024) than the current rate.

Sensitivity of the College's Proportionate Share of the PERS Net Pension Liability to Changes in the Discount Rate			
	1% Decrease 6.00%	Current Rate 7.00%	1% Increase 8.00%
2025	\$ 17,180,710	\$ 12,929,939	\$ 9,312,556
2024	\$ 19,218,914	\$ 13,625,860	\$ 10,971,322

For purposes of measuring the net pension liability, deferred outflows of resources, and deferred inflows of resources related to pensions and pension expense, the fiduciary net position of PERS and additions to or deductions from PERS's fiduciary net position have been determined on the same basis as they are reported in the PERS's financial statements. For this purpose, benefit payments, including refunds of employee contributions, are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value. Detailed information about PERS' fiduciary net position is available in the PERS Comprehensive Annual Financial Report, which can be found at www.state.nj.us/treasury/pensions/financial-reports.shtml.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 PENSION PLANS (CONTINUED)

Public Employees' Retirement System (Continued)

PERS measured the net pension liability as of June 30, 2024. The total PERS pension liability used to calculate the net pension liability was determined by rolling forward the total pension liability calculated as of June 30, 2023, to June 30, 2024. PERS calculated the employer's proportion of the net pension liability using the ratio of each employer's one-year contributions to total participating employers' contributions for the group. At June 30, 2024, the College's proportion was .0094%, an increase of .00007% from its proportion calculated as of June 30, 2023. At June 30, 2023, the College's proportion was 0.0010%, an increase of 0.00004% from its proportion calculated as of June 30, 2022.

At June 30, 2025, the amount recognized as the College's proportionate share of the PERS June 30, 2024, net pension liability (measurement date) was \$12,929,939. For the year ended June 30, 2025, the College recognized PERS pension expense of \$(2,197,407). At June 30, 2025, deferred outflows of resources and deferred inflows of resources related to the PERS pension are as follows:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Net Difference Between Expected and Actual Experience	\$ 259,010	\$ 34,423
Changes of Assumptions	16,063	147,113
Net Difference Between Projected and Actual Investment Earnings	-	599,525
Changes in Proportions	132,184	2,055,713
Total Contributions and Proportionate Share of Contributions after the Measurement Date	1,362,580	-
Total	<u>\$ 1,769,837</u>	<u>\$ 2,836,774</u>

At June 30, 2024, the amount recognized as the College's proportionate share of the PERS June 30, 2023, net pension liability (measurement date) was \$13,625,860. For the year ended June 30, 2024, the College recognized PERS pension expense of \$(2,900,923). At June 30, 2024, deferred outflows of resources and deferred inflows of resources related to the PERS pension are as follows:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Net Difference Between Expected and Actual Experience	\$ 130,281	\$ 55,698
Changes of Assumptions	29,933	825,785
Net Difference Between Projected and Actual Investment Earnings	62,749	-
Changes in Proportions	-	3,272,483
Total Contributions and Proportionate Share of Contributions after the Measurement Date	1,294,831	-
Total	<u>\$ 1,517,794</u>	<u>\$ 4,153,966</u>

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 PENSION PLANS (CONTINUED)

Public Employees' Retirement System (Continued)

The College will recognize the \$1,362,580 reported as 2025 deferred outflows of resources resulting from pension contributions after the measurement date as a reduction of the PERS net pension liability in the year ended June 30, 2025. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as PERS pension expense as follows.

<u>Year Ending June 30,</u>	<u>Amortization</u>
2026	\$ (1,563,750)
2027	(417,948)
2028	(353,098)
2029	(126,400)
2030	29,595
Thereafter	2,084
Total	<u>\$ (2,429,517)</u>

New Jersey Alternate Benefit Program

The New Jersey Alternate Benefit Program (ABP) is a defined contribution pension plan, which was established pursuant to P.L. 1969, c. 242 (N.J.S.A. 18A:66-167 et seq.). The ABP provides retirement, death and disability, and medical benefits to qualified members.

The contributions requirements of Plan members are determined by state statute. In accordance with N.J.S.A. 18A:66-174, required contributions, calculated on the employee's base pay up to \$175,000, are 5% for plan members, and 8% for employers. Plan members may make additional voluntary contributions subject to section 403(b) of the IRC.

Under N.J.S.A. 18A:66-174, most employer contributions are made by the state of New Jersey on behalf of the College. The College is responsible for the employer contributions for nonacademic employees.

Plan members direct the investment of contributions to insurance companies and mutual fund companies selected by the New Jersey Division of Pensions' Pension Provider Selector Board. These companies administer Plan funds based on alternate benefit contracts with the New Jersey Division of Pensions.

Amounts deferred under the plan are not available to employees until termination, retirement, death, or unforeseeable emergency. The Plan carriers are as follows:

AXA Financial; MassMutual Retirement Services; MetLife; Prudential; TIAA; VALIC; and
Voya Financial

The state of New Jersey is responsible for contributing the employer's share of certain defined academic positions towards the annual pension cost of Alternate Benefits for qualified employees. The 2025 Employer's share was 8% of annualized wages. The College pays the employer's share and is reimbursed by the state of New Jersey. During fiscal years 2025 and 2024, the state reimbursed \$1,377,453 and \$1,257,948, respectively, to the College for the Employer share of qualified employees. This amount is reflected in the accompanying financial statements as both revenues and expenditures.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 PENSION PLANS (CONTINUED)

New Jersey Alternate Benefit Program (Continued)

Amounts billed and paid for the New Jersey Alternate Benefit Program were:

<u>Fiscal Year</u>	<u>Total Liability</u>	<u>Funded by State</u>	<u>Paid by College</u>
2025	\$ 2,298,648	\$ 1,377,453	\$ 921,195
2024	2,175,659	1,257,948	917,711
2023	1,813,033	1,227,980	585,053
2022	1,715,915	1,258,824	457,091
2021	1,820,475	1,313,683	506,792

NOTE 7 OTHER POSTEMPLOYMENT BENEFITS (OPEB)

Other postemployment benefits (OPEB) are benefits, such as healthcare benefits, that are paid in the period after employment and that are provided separately from a pension plan. OPEB does not include termination benefits or termination payments for sick leave.

P.L. 1987, c.384 of P.L. 1990, c.6 required Teachers' Pensions and Annuity Fund (TPAF) and the Public Employees' Retirement System (PERS), respectively, to fund postretirement medical benefits for those state employees who retire after accumulating 25 years of credited service or on a disability retirement. P.L. 2007, c.103 amended the law to eliminate the funding of postemployment medical benefits through the TPAF and PERS. It created separate funds outside of the pension plans for the funding and payment of postemployment medical benefits for retired state employees and retired educational employees.

SEHBP

At June 30, 2025 and 2024, the College did not report a liability related to the School Employees' Health Benefit Program (SEHBP) due to a special funding situation. The state of New Jersey (the State) is responsible for the Employer contributions and the total OPEB liability resulting from a special funding situation. Therefore, for the fiscal years ended June 30, 2025 and 2024, the College has reported its proportionate share of the collective OPEB expenses and revenues for the State's OPEB expense and is not required to record its share of the unfunded OPEB liability but instead, that liability is recorded by the State. The amount recognized by the College as its proportionate share of the OPEB liability, the related State support, and the total portion of the OPEB liability that was associated with the College were as follows as of June 30:

	<u>2025</u>	<u>2024</u>
State's Proportionate Share of the OPEB Liability	\$ 75,670,563	\$ 77,788,526
College's Proportionate Share of the OPEB Liability	-	-
Total	<u>\$ 75,670,563</u>	<u>\$ 77,788,526</u>

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 7 OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

SEHBP (Continued)

The total OPEB liability was measured as of June 30, 2024, and was determined by an actuarial valuation as of July 1, 2023.

For the years ended June 30, 2025 and 2024, the College recognized OPEB expenses of \$4,144,167 and \$5,306,934, respectively, and revenues of \$4,144,167 and \$5,306,934, respectively, for support provided by the State. Due to the special funding situation noted above related to the SEHBP, the College did not report deferred outflows of resources and deferred inflows of resources related to the SEHBP.

Plan Description

The School Employees' Health Benefit Program (SEHBP) is a multiple-employer defined benefit OPEB plan that is administered on a pay-as-you-go basis. Accordingly, no assets are accumulated in a qualifying trust that meets the criteria in paragraph 4 of GASB Statement No. 75, *Accounting and Financial Reporting for the Postemployment Benefits Other Than Pensions*.

The SEHBP provides medical, prescription drug, and Medicare Part B reimbursement to retirees and their covered dependents of local education employers. The state of New Jersey reports a liability as a result of its statutory requirements to pay other postemployment (health) benefits for the SEHBP. The employer contributions for the participating local education employers are legally required to be funded by the state of New Jersey in accordance with N.J.S.A 52:14-17.32f. According to N.J.S.A 52:14-7.32f, the State provides employer-paid coverage to employees who retire from a board of education or county college with 25 years or more of service credit in, or retires on a disability pension from, one or more of the following plans: Teachers' Pensions and Annuity Fund (TPAF), the Public Employees' Retirement System (PERS), the Police and Firemen Retirement System (PFRS), or the Alternate Benefit Program (ABP). Pursuant to Chapter 78, P.L. 2011, future retirees eligible for postretirement medical coverage who have less than 20 years of creditable service on June 28, 2011, will be required to pay a percentage of the cost of their health care coverage in retirement provided they retire with 25 or more years of pension service credit. The percentage of the premium for which the retiree will be responsible. The SEHBP does not issue a stand-alone financial report but is reported in the State's Annual Comprehensive Financial Report (ACFR). The ACFR is an audited financial statement and is available at www.state.nj.us/treasury/pensions/financial-reports.shtml.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 7 OTHER POSTEMPLOYMENT BENEFITS (OPEB) (CONTINUED)

SEHBP (Continued)

Actuarial Assumptions and Other Inputs

The total OPEB liability in the June 30, 2024 actuarial valuation was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified:

	<u>TPAF/ABP</u>	<u>PERS</u>	<u>PFRS</u>
Salary Increases:	2.75 - 4.25%	2.75 - 6.55%	3.25 - 16.25%
Through 2026	Based on Years of Service	Based on Years of Service	Based on Years of Service

- Inflation of 2.50%
- Healthcare cost trend assumptions – For pre-Medicare medical benefits, the trend rate is initially 7.5% and decreases to a 4.5% long-term trend rate after nine years. For post-65 medical benefits, the trend is increasing to 19.36% in fiscal year 2026 and decreases to 4.5% in fiscal year 2034. For HMO, the trend is increasing to 22.88% in fiscal year 2027 and decreases to 4.5% in fiscal year 2034. For prescription drug benefits, the initial trend rate is 12.25% and decreases to a 4.5% long-term trend rate after nine years. For the Medicare Part B reimbursement, the trend rate is 5.0%
- The discount rate for June 30, 2024 and 2023 was 3.93% and 3.65%, respectively. This represents the municipal bond return rate as chosen by the Division. The source is the Bond Buyer Go 20-Bond Municipal Bond Index, which includes tax-exempt general obligation municipal bonds with an average rating of AA/Aa or higher. As the long-term rate of return is less than the municipal bond rate, it is not considered in the calculation of the discount rate, rather the discount rate is set at the municipal bond rate.
- Preretirement mortality rates were based on the Pub-2010 Healthy “Teachers” (TPAF/ABP), “General” (PERS), and “Safety” (PFRS) classification headcount-weighted mortality table with fully generational mortality improvement projections from the central year using Scale MP-2021. Postretirement mortality rates were based on the Pub-2010 “General” classification headcount-weighted mortality table with fully generational mortality improvement projections from the central year using Scale MP-2021. Disability mortality was based on the Pub-2010 “General” classification headcount-weighted disabled mortality table with fully generational mortality improvement projections from the central year using Scale MP-2021.
- The actuarial assumptions used in the July 1, 2023 valuation were based on the results of the TPAF, PERS, and PFRS experience studies prepared for July 1, 2028 to June 30, 2021.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 8 LEASE AND SUBSCRIPTION OBLIGATIONS

Kellogg Building

On March 1, 2006, the College entered into Sublease Purchase Agreement (Sublease) with the County of Union (County) for the Kellogg Building on the Elizabeth campus. The County obtained its rights under a lease agreement (Master Lease) with the Union County Improvement Authority (UCIA) who had acquired the property and constructed the Kellogg Building through the issuance of \$48,626,000 County of Union General Obligation Lease Revenue Bonds, of which \$36,097,620 was issued under the provisions of the College Bond Act, pursuant to which the state of New Jersey remits, on behalf of the County, one-half of the principal and interest due, otherwise known as "Chapter 12" funding.

The Kellogg Building was issued a Certificate of Occupancy in August 2009 and under the terms of the Sublease, annualized College payments of \$200,000 begin on the date of occupancy and end February 1, 2026. Immediately prior to the expiration of the Sublease, per the terms of both the Master Lease and the Sublease, title to the property and building is to be passed from UCIA to the County to the College for a nominal amount. This is presented as a depreciable capital asset and a financed purchase agreement liability within the statement of net position.

Principal and interest payments for the financed purchase agreement liability were \$190,172 and \$9,828, respectively, for fiscal year 2025 and \$182,394 and \$17,606, respectively, for fiscal year 2024.

Easement (Parking Authority of the City of Elizabeth)

On November 5, 2009, the College entered into a Special Use Easement Agreement (Agreement) with the Parking Authority of the City of Elizabeth (the Parking Authority). Under the terms of the Agreement, the College is to receive the irrevocable right to exclusive use, 24 hours per day, seven days per week, of 600 parking spaces (The Easement) in a 1515 parking space garage (the Facility) located between the Lessner and Kellogg buildings on the College's Elizabeth Campus in the City of Elizabeth. The Easement expires 30 years subsequent to the issuance to the Parking Authority of a temporary certificate of occupancy for the Facility. In exchange for the Easement, the County contributed \$2,500,000 funded through Chapter 12, and the College has an obligation of annual payments at an initial annual rate of \$720,000 escalating 10% after the first three years and 10% after each subsequent four-year period. The annual payments have a present value of \$13,496,105 assuming the cost of debt of the Facility, and the first monthly payment began February 1, 2012. The Easement expires upon expiration of the Agreement, and the 600 parking spaces are to be returned to the Parking Authority. This is presented as a right-of-use lease asset and right-of-use lease liability within the statement of net position.

Principal and interest payments for the easement right-of-use liability were \$466,067 and \$492,252, respectively, for fiscal year 2025 and \$451,184 and \$507,136, respectively, for fiscal year 2024.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 8 LEASE AND SUBSCRIPTION OBLIGATIONS (CONTINUED)

Easement (Parking Authority of the City of Elizabeth) (Continued)

The following schedule provides future minimum principal and interest payments to maturity for right-of-use leases, financed purchase agreements, and SBITAs.

Year Ending June 30,	Financed Purchase		Leases - Third Parties		Subscriptions - Third Parties	
	Principal	Interest	Principal	Interest	Principal	Interest
2026	\$ 131,267	\$ 2,068	\$ 481,442	\$ 476,878	\$ 1,581,730	\$ 69,067
2027	-	-	537,965	460,285	255,544	17,661
2028	-	-	612,607	441,545	287,860	9,355
2029	-	-	632,816	421,336	-	-
2030	-	-	653,692	400,460	-	-
2031-2035	-	-	4,157,447	1,627,211	-	-
2036-2040	-	-	5,728,063	830,256	-	-
2041-2042	-	-	2,168,351	53,186	-	-
Total	<u>\$ 131,267</u>	<u>\$ 2,068</u>	<u>\$ 14,972,383</u>	<u>\$ 4,711,157</u>	<u>\$ 2,125,134</u>	<u>\$ 96,083</u>

The following summary provides aggregated information for June 30, 2025 and 2024 for right-of-use leases, financed purchase agreements, and SBITAs, including additions, reductions and reported liabilities for the years then ended.

	Balance as of July 1, 2024	2024-25 Additions	2024-25 Reductions	Balance as of June 30, 2025
Financed Purchases	\$ 321,439	\$ -	\$ (190,172)	\$ 131,267
Leases - Third Parties	15,438,452	-	(466,069)	14,972,383
Subscriptions - Third Parties	3,059,515	912,999	(1,847,380)	2,125,134
Total	<u>\$ 18,819,406</u>	<u>\$ 912,999</u>	<u>\$ (2,503,621)</u>	<u>\$ 17,228,784</u>

	Balance as of July 1, 2023	2023-24 Additions	2023-24 Reductions	Balance as of June 30, 2024
Financed Purchases	\$ 503,833	\$ -	\$ (182,394)	\$ 321,439
Leases - Third Parties	15,889,635	-	(451,183)	15,438,452
Subscriptions - Third Parties	2,445,129	1,978,731	(1,364,345)	3,059,515
Total	<u>\$ 18,838,597</u>	<u>\$ 1,978,731</u>	<u>\$ (1,997,922)</u>	<u>\$ 18,819,406</u>

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 9 DEFERRED COMPENSATION

The College offers its employees a choice of deferred compensation plans created in accordance with IRC Sections 403(b) and 457(b). The 403(b) plan is administered by the state of New Jersey and the 457(b) plan is administered by the College. Both plans permit participants to defer a portion of their salary until future years. Amounts deferred under the plans are not available to employees until termination, retirement, death, or unforeseeable emergency. The plan carriers are as follows:

403(b)

AXA Financial; MassMutual Retirement Services; MetLife; Prudential; TIAA; VALIC; and Voya Financial

457(b)

TIAA, AXA Financial; Valic; and Voya Financial

NOTE 10 RISK MANAGEMENT

The College is exposed to various risks of loss related to torts; theft of, damage to, and destruction of position; errors and omissions; injuries to employees; and natural disasters.

Property and Liability Insurance

The College maintains commercial insurance coverage for a broad range of insurance coverage.

Joint Insurance Pool

UCNJ Union College of Union County, NJ is a member of the New Jersey Community College Insurance Pool for Workers' Compensation Insurance. The Insurance Pool is generally self-insured for losses and liabilities arising from workers' compensation claims. Losses are accrued based upon estimates of the aggregate liability for claims incurred using certain actuarial assumptions followed in their insurance industry and on the historical experience of the Insurance Pool. The Insurance Pool maintains cash balances in financial institutions that may exceed federally insured limits. It historically has not experienced any credit-related losses.

The contributions to the fund, are payable in an annual premium that are based on actuarial assumptions determined by the fund's actuary. Contributions to the pool totaled \$243,616 and \$163,050, respectively, for fiscal years ended 2025 and 2024.

Annual contributions to the fund are determined by the fund's board of trustees. The College is jointly and personally liable for claims insured by the fund and its members during the period of its membership, including liability for supplemental assessments, if necessary. The fund's board of trustees may authorize refunds to its members in any fund year for which contributions exceed the amount necessary to fund all obligations for that year.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 11 AUXILIARY OPERATIONS — BOOKSTORE

The College contracts with a private contractor for the operation of the official Campus Store (Bookstore). A five-year contract was approved by the Board of Trustees on May 21, 2013, for the period starting July 1, 2013. An amendment to the Bookstore operating agreement was made on June 26, 2018, exercising its five-year option beginning July 1, 2018, through June 30, 2023. Under the contract, the contractor has agreed to make minimum annual guarantee payments in the greater amounts of:

- (1) Contractor will provide an amount equal to 90% of the calculated commission on gross revenue of the immediate preceding year.
- (2) 14.75% on all gross revenue from \$-0- to \$4,000,000 plus 15.75% on all gross revenue between \$4,000,000 and \$5,000,000 plus 16.75% in excess of \$5,000,000 in any contract year.
- (3) Also, the contractor has agreed to provide additional capital facilities funding of \$15,000 for Bookstore renovation and refurbishment.
- (4) The contractor provided a one-time payment of this extended five-year term of \$100,000.

A second amendment was made on May 1, 2020, which closed the Plainfield campus store. In addition, commissions were modified to 10% on noncourse materials on commissionable sales and no commissions on course materials.

A third amendment was made on June 21, 2023 to exercise an additional two-year option that took effect July 1, 2023 and continues until June 30, 2025. Both parties agreed to a one year extension through June 30, 2026.

NOTE 12 EDUCATION AND GENERAL EXPENSES BY FUNCTION

The College's operating expenses by functional classification are presented as follows:

	2025						Total
	Salaries and Benefits	Supplies and Materials	Services	Scholarships	Utilities	Depreciation/ Amortization	
Educational and General Expenditures:							
Instruction	\$ 33,878,149	\$ 1,034,246	\$ 5,437,306	\$ -	\$ -	\$ -	\$ 40,349,701
Public Service	1,956,901	86,219	777,603	-	-	-	2,820,723
Academic Support	5,396,812	88,053	1,850,453	-	-	-	7,335,318
Student Services	9,901,804	251,184	1,165,433	-	-	-	11,318,421
Institutional Support	5,492,718	1,372,121	3,463,780	-	-	-	10,328,619
Operation and Maintenance of Plant	7,887,287	385,294	1,726,775	-	2,354,660	-	12,354,016
Scholarship Aid	-	-	-	10,887,353	-	-	10,887,353
Depreciation/Amortization	-	-	-	-	-	10,836,663	10,836,663
Total	<u>\$ 64,513,671</u>	<u>\$ 3,217,117</u>	<u>\$ 14,421,350</u>	<u>\$ 10,887,353</u>	<u>\$ 2,354,660</u>	<u>\$ 10,836,663</u>	<u>\$ 106,230,814</u>

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 12 EDUCATION AND GENERAL EXPENSES BY FUNCTION (CONTINUED)

	2024						Total
	Salaries and Benefits	Supplies and Materials	Services	Scholarships	Utilities	Depreciation/ Amortization	
Educational and General Expenditures:							
Instruction	\$ 31,345,643	\$ 682,638	\$ 5,086,766	\$ -	\$ -	\$ -	\$ 37,115,047
Public Service	1,887,528	54,332	323,950	-	-	-	2,265,810
Academic Support	4,875,610	47,338	2,352,524	-	-	-	7,275,472
Student Services	8,662,546	252,738	1,156,731	-	-	-	10,072,015
Institutional Support	7,164,178	1,936,552	182,163	-	-	-	9,282,893
Operation and Maintenance of Plant	7,373,939	1,344,477	686,316	-	2,229,157	-	11,633,889
Scholarship Aid	-	-	-	8,284,074	-	-	8,284,074
Depreciation/Amortization	-	-	-	-	-	10,020,000	10,020,000
Total	<u>\$ 61,309,444</u>	<u>\$ 4,318,075</u>	<u>\$ 9,788,450</u>	<u>\$ 8,284,074</u>	<u>\$ 2,229,157</u>	<u>\$ 10,020,000</u>	<u>\$ 95,949,200</u>

NOTE 13 OTHER RECEIVABLES

Other receivables as of June 30 consist of the following amounts due to the College:

	2025	2024
Noncredit Sponsors	\$ 335,425	\$ 459,463
JFK Muhlenberg	117,313	107,935
Trinitas Regional Medical Center	95,333	95,333
EMT - State of New Jersey	70,313	108,938
County Chargebacks	1,815	28,982
Union County College Foundation	461,339	34,971
Other	499,481	764,186
Total	<u>\$ 1,581,019</u>	<u>\$ 1,599,808</u>

NOTE 14 COMMITMENTS AND CONTINGENCIES

Contingencies

The College is a defendant in several legal proceedings that are in various stages of litigation. It is believed that the outcome, or exposure to the College from such litigation is either unknown or potential losses, if any, would not be material to the financial statements or would be covered by insurance coverages less the deductible.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 15 DISCRETELY PRESENTED COMPONENT UNIT DISCLOSURES

The Union County College Foundation, Inc. (the Foundation) is a legally separate, tax-exempt component unit of the College. The Foundation received a determination letter from the Internal Revenue Service (IRS) concluding that it is exempt from federal income taxes in accordance with Section 501(c)(3) of the IRC. The Foundation acts primarily as a fundraising entity that provides funding for scholarships and awards for qualifying students attending the College, that supplements funding provided by federal, state, and other programs. The Foundation support comes primarily from special events and donations from public and private donors. Although the College does not control the timing or amount of the receipts from the Foundation, the assets of the Foundation are used for the benefit, support, and the promotion of the College and its educational activities. The Foundation meets the criteria to be discretely presented in the College's financial statements. Complete financial statements for the Foundation, for the fiscal year ended June 30, 2025 can be obtained from the Foundation at 1033 Springfield Avenue, Cranford, New Jersey 07016.

Cash and Investments

During the year, the Foundation could have cash balances in excess of \$250,000 in their banking institutions, which are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per institution. At June 30, 2025 and 2024, the Foundation's uninsured balances were \$370,512 and \$0, respectively.

Investments are stated at fair value and consist primarily of common stock, U.S. government obligations, and short-term investments. Fair values and unrealized appreciation are summarized as follows:

	2025		
	Cost	Fair Market Value	Unrealized Appreciation
Common Stock	\$ 11,084,329	\$ 16,309,105	\$ 5,224,776
Bond Fixed Income	13,002,375	12,591,084	(411,291)
Short-Term Investments	460,534	460,534	-
Total	<u>\$ 24,547,238</u>	<u>\$ 29,360,723</u>	<u>\$ 4,813,485</u>

	2024		
	Cost	Fair Market Value	Unrealized Appreciation
Common Stock	\$ 11,967,313	\$ 16,918,115	\$ 4,950,802
Bond Fixed Income	10,521,432	9,911,040	(610,392)
Short-Term Investments	249,717	249,717	-
Total	<u>\$ 22,738,462</u>	<u>\$ 27,078,872</u>	<u>\$ 4,340,410</u>

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 15 DISCRETELY PRESENTED COMPONENT UNIT DISCLOSURES (CONTINUED)

Fair Value Measurements

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. In determining fair value, the Foundation uses various methods including market, income, and cost approaches. Based on these approaches, the Foundation often utilizes certain assumptions that market participants would use in pricing the asset or liability, including assumptions about risk and/or risks inherent in the inputs to the valuation technique. These inputs can be readily observable, market corroborated, or generally unobservable inputs. The Foundation utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. Based on the observability of the inputs used on the valuation techniques, the Foundation is required to provide the following information according to the fair value hierarchy. The fair value hierarchy ranks the quality and reliability of the information used to determine fair values. Financial assets and liabilities carried at fair value will be classified and disclosed in one of the following three categories:

Level 1 – Valuations for assets and liabilities traded in active exchange markets, such as the New York Stock Exchange. Level 1 also includes U.S. Treasury and federal agency securities and federal agency mortgage-backed securities, which are traded by dealers or brokers in active markets. Valuations are obtained from readily available pricing sources for market transactions involving identical assets or liabilities.

Level 2 – Valuations for assets and liabilities traded in less active dealer or broker markets. Valuations are obtained from third-party pricing services for identical or similar assets or liabilities.

Level 3 – Valuations for assets and liabilities that are derived from other valuation methodologies, including option-pricing models, discounted cash flow models and similar techniques, and not based on market exchange, dealer, or broker-traded transactions. Level 3 valuations incorporate certain assumptions and projections in determining the fair value assigned to such assets or liabilities.

For the fiscal year ended June 30, 2025, the application of valuation techniques applied to similar assets and liabilities has been consistent. The following is a description of the valuation methodologies used for instruments at fair value.

Marketable Securities: The fair value of investment securities is the market value based on quoted market prices, when available, or market prices provided by recognized broker dealers. If listed prices or quotes are not available, fair value is based upon externally developed models that use unobservable inputs due to the limited market activity of the instrument.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 15 DISCRETELY PRESENTED COMPONENT UNIT DISCLOSURES (CONTINUED)

Fair Value on a Recurring Basis

The table below presents the balances of assets and liabilities measured at fair value on a recurring basis:

	<u>2025</u>	<u>2024</u>
<i>Quoted Prices in Active Markets for Identical Assets</i>		
<i>(Level 1)</i>		
Common Stock:		
Consumer Discretionary	\$ 1,343,670	\$ 1,281,079
Consumer Staples	724,091	856,475
Energy	452,576	665,802
Financials	2,528,836	2,252,896
Healthcare	1,096,809	1,577,226
Industrials	1,337,567	1,372,442
Information Technology	2,821,338	3,263,103
Materials	492,893	478,353
Other Equity	310,083	196,389
Real Estate	3,418,310	3,169,840
Private Debt	400,691	389,977
Telecommunications Services	989,613	1,059,602
Utilities	392,628	354,932
Total Common Stock	<u>16,309,105</u>	<u>16,918,116</u>
Bond Fixed Income:		
Funds	7,140,900	5,293,633
Individual Holding	5,450,184	4,617,406
Total Bond Fixed Income	<u>12,591,084</u>	<u>9,911,039</u>
Total	<u><u>\$ 28,900,189</u></u>	<u><u>\$ 26,829,155</u></u>

Not included above are short-term investments at June 30, 2025 and 2024 of \$460,534 and \$249,717, respectively. These assets are recorded at cost that approximates fair value and are not subject to the above classification.

REQUIRED SUPPLEMENTARY INFORMATION

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
SCHEDULES OF PROPORTIONATE SHARE OF NET PENSION LIABILITY
AND CONTRIBUTIONS
JUNE 30, 2025 AND 2024
(SEE INDEPENDENT AUDITORS' REPORT)

Measurement Date	College's Proportion	College's Proportion Share	College's Covered Employee Payroll	College's Proportionate Share of NPL as a Percent of Covered-Employee Payroll	PERS Fiduciary Net Position as a Percent of Total Pension Liability
2024	0.0951567223%	\$ 12,929	\$ 7,987	146.89 %	38.20 %
2023	0.0940728288%	13,625	6,942	170.59	39.41
2022	0.0978272816%	14,763	7,495	212.66	62.90
2021	0.1167789303%	13,834	8,779	184.58	70.33
2020	0.1207584010%	19,693	8,650	224.32	58.32
2019	0.1244927760%	22,432	9,110	259.33	56.27
2018	0.1295566405%	25,509	9,175	280.01	53.60
2017	0.1341361313%	31,225	9,743	340.33	48.10
2016	0.1363010432%	40,368	10,051	414.33	40.14
2015	0.1425842332%	32,007	9,665	318.45	47.93

Fiscal Year	Contractually Required Contributions	Contributions Recognized by PERS	Contribution Deficiency (Excess)	Covered-Employee Payroll	Contributions as a Percent of Covered-Employee Payroll
2025	\$ 1,363	\$ 1,294	\$ 69	\$ 8,802	14.70 %
2024	1,294	1,257	37	7,987	15.74
2023	1,257	1,234	23	6,942	17.78
2022	1,234	1,368	(134)	7,495	18.25
2021	1,368	1,321	47	8,779	15.05
2020	1,321	1,211	110	8,650	14.00
2019	1,216	1,289	(73)	9,110	14.15
2018	1,295	1,242	53	9,175	13.54
2017	1,261	1,210	51	9,743	12.42
2016	1,210	1,226	(16)	10,051	12.20

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
SCHEDULES OF PROPORTIONATE SHARE OF OPEB LIABILITY
AND CONTRIBUTIONS
JUNE 30, 2025 AND 2024
(SEE INDEPENDENT AUDITORS' REPORT)

	2025	2024	2023	2022	2021	2020	2019	2018
College's Proportion of the OPEB Liability	- %	- %	- %	- %	- %	- %	- %	- %
College's Proportionate Share of the OPEB Liability	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State's Proportionate Share of the OPEB Liability								
of the College	75,670,563	77,788,526	79,873,328	87,658,726	99,790,013	61,864,102	59,828,577	69,935,001
Total	<u>\$ 75,670,563</u>	<u>\$ 77,788,526</u>	<u>\$ 79,873,328</u>	<u>\$ 87,658,726</u>	<u>\$ 99,790,013</u>	<u>\$ 61,864,102</u>	<u>\$ 59,828,577</u>	<u>\$ 69,935,001</u>
College's Covered Employee Payroll	\$ 3,874,038	\$ 4,037,265	\$ 4,264,829	\$ 4,822,885	\$ 5,810,992	\$ 5,569,159	\$ 5,559,861	\$ 5,522,049
College's Proportionate Share of the OPEB Liability								
as a Percentage of its Covered Employee Payroll	- %	- %	- %	- %	- %	- %	- %	- %
Plan Fiduciary Net Position as a Percentage of the								
Total OPEB Liability	- %	- %	- %	- %	- %	- %	- %	- %
Contractually Required Contribution	2025	2024	2023	2022	2021	2020	2019	2018
Contributions in Relation to the Contractually	\$ 4,144,167	\$ 5,306,934	\$ 6,794,428	\$ 6,613,309	\$ 3,134,364	\$ 4,444,569	\$ 6,339,731	\$ 7,049,922
Required Contribution	(4,144,167)	(5,306,934)	(6,794,428)	(6,613,309)	(3,134,364)	(4,444,569)	(6,339,731)	(7,049,922)
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
College's Covered-Employee Payroll	\$ 3,874,038	\$ 4,037,265	\$ 4,264,829	\$ 4,822,885	\$ 5,810,992	\$ 5,569,159	\$ 5,559,861	\$ 5,522,049
Contributions as a Percentage of Covered-								
Employee Payroll	106.97 %	131.45 %	131.32 %	140.88 %	113.81 %	56.28 %	79.94 %	114.81 %
							114.81 %	138.57 %

Notes to Required Supplementary Information:

Changes in Assumptions: The decrease in the total OPEB liability from June 30, 2023 to June 30, 2024 was primarily due to an increase in the discount rate from 3.65% to 3.93%, as well as decreases in the assumed health care cost trend and excise tax assumptions. The decrease in the total OPEB liability from June 30, 2023 to June 30, 2024 was primarily due to updated actuarial assumptions, including changes in the health care cost trend, excise tax assumptions, decrements, future spouse election rates, PPO/HMO future retiree election assumptions, salary scale, and mortality assumptions.

This schedule is presented to illustrate the requirement to show information for 10 years. However, until a full 10-year trend is compiled, governments should present information for those years for which information is available.

SUPPLEMENTARY INFORMATION

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
YEAR ENDED JUNE 30, 2025

Federal Grantor/Pass-Through Grantor/ Program or Cluster Title	Federal Assistance Listing Number	Pass-Through Entity Identifying Number or Grant Number, if Applicable	Passed Through to Subrecipients	FY 2025 Expenditures
U.S. Department of Education:				
Student Financial Assistance Cluster:				
Federal Supplemental Educational Opportunity Grants	84.007	P007A112620	\$ -	\$ 443,959
Federal Direct Student Loans	84.268	P268K131820	-	3,749,516
Federal Pell Grant Program	84.063	P063P111820	-	23,447,689
Federal Work-Study Program	84.033	P033A112620	-	418,247
Total Student Financial Assistance Cluster			-	28,059,411
Title V Funding				
ExCEL	84.031S	P031S210186	-	725,396
Preparing Union Students for Career Success	84.031S	P031S230081	-	487,798
Total Title V Funding			-	1,213,194
Career and Technical Education - Basic Grants to States:				
Passed Through State of New Jersey Department of Treasury: Vocational Education - Perkins	84.048	PSF Consol 7185-039	-	799,484
Adult Education and Family Literacy:				
Passed Through State Department of Labor and Workforce Development: Adult Basic Skills	84.002	ASB - FY2022-010	-	1,690,219
Passed through Felician University:				
Fostering Inclusive Excellence for STEM Achievement	84.031	P031C210072	-	84,295
Total U.S. Department of Education			-	31,846,603

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS (CONTINUED)
YEAR ENDED JUNE 30, 2025

Federal Grantor/Pass-Through Grantor/ Program or Cluster Title	Federal Assistance Listing Number	Pass-Through Entity Identifying Number or Grant Number, if Applicable	Passed Through to Subrecipients	FY 2025 Expenditures
U.S. Department of Labor:				
Employment and Training Administration:				
NJ Trade Relocation Act Contracts	17.245	N/A	\$ -	\$ 8,456
Workforce Innovation and Opportunity Act (WIOA) Cluster:				
Passed Through County of Union, NJ:				
WIOA - Workforce Innovation Business Center	17.258	N/A	-	577,659
Total WIOA Cluster			-	577,659
Total U.S. Department of Labor			-	586,115
U.S. Department of the Treasury:				
Coronavirus State and Local Fiscal Recovery Funds (SLFRF):				
Passed Through the County of Union, NJ:				
US Department of the Treasury-Office of the Recovery Programs (ORP)	21.027	N/A	-	289,479
Total US Department of the Treasury-Office of Recovery Programs			-	289,479
Research and Development Cluster:				
National Science Foundation:				
Education and Human Resources:				
Infusing Research as Pedagogy	47.076	1832425	-	118,010
National Scholarships in Science, Technology, Engineering & Mathematics	47.076	2129808	-	84,582
Total National Science Foundation - Direct			-	202,592
National Aeronautics and Space Administration:				
Office of Stem Engagement (OSTEM):				
Passed through Rutgers, The State University of New Jersey:				
Community Development Block Grants/Entitlement Grants	43.008	80NSSC20M0066	-	20,585
Total Research and Development Cluster			-	223,177
Total Federal Financial Assistance			\$ -	\$ 32,945,374

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
SCHEDULE OF EXPENDITURES OF STATE FINANCIAL ASSISTANCE
YEAR ENDED JUNE 30, 2025

State of New Jersey Grantor/ Pass-Through Grantor/Program or Cluster Title	State GMIS Number or Grant Account Number, if Applicable	Program or Award Amount	Grant Period		FY 2025 Expenditures	Cumulative Expenditures
			From	To		
N.J. Commission of Higher Education:						
Educational Opportunity Fund - Article III	10-100-074-2401-001	\$ 508,800	07/01/24	06/30/25	\$ 355,732	\$ 355,732
Educational Opportunity Fund - Article III Summer	10-100-074-2401-001	145,627	06/01/24	08/31/25	145,242	145,242
Educational Opportunity Fund - Article III Winter	10-100-074-2401-001	21,433	07/01/24	06/30/25	21,433	21,433
Educational Opportunity Fund - Article IV	10-100-074-2401-002	362,188	07/01/24	06/30/25	348,829	348,829
Educational Opportunity Fund - Special Project	Not-Applicable	15,336	07/01/24	06/30/25	15,336	15,336
Total Educational Opportunity Fund					886,572	886,572
Tuition Aid Grants	10-100-074-2405-007	4,852,659	07/01/24	06/30/25	4,852,659	4,852,659
New Jersey Stars Program	10-100-074-2405-313	185,479	07/01/24	06/30/25	185,479	185,479
NJ Class Loans	Not Applicable	72,865	07/01/24	06/30/25	72,865	72,865
Community College Opportunity Grant (CCOG)	10-100-074-2405-332	3,338,169	07/01/24	06/30/25	3,338,169	3,338,169
Total N.J. Commission on Higher Education					9,335,744	9,335,744
N.J. Office of the Secretary of Higher Education:						
CCOG Planning Project-Capacity-Building Grant	Not Applicable	393,389	07/01/24	06/30/25	393,389	393,389
Center for Adult Transition	Not Applicable	202,570	07/01/24	06/30/25	187,057	187,057
Some College No Degree	Not Applicable	100,000	07/01/24	06/30/25	100,000	100,000
Mental Health in Higher Education	Not Applicable	323,544	07/01/24	06/30/25	118,927	118,927
Hunger Free Campus	Not Applicable	49,000	07/01/24	06/30/25	49,000	49,000
Passed Through NJ Council of County Colleges:						
College Readiness Now	Not Applicable	50,317	07/01/24	06/30/25	50,317	50,317
NJ Best/Gear-Up	Not Applicable	14,000	07/01/24	06/30/25	14,000	14,000
NJ Pathways to Career Opportunities (Planning Phase)	Not Applicable	487,734	07/01/22	Open	73,434	257,876
Total N.J. Office of the Secretary of Higher Education					986,124	1,170,566
N.J. Department of Labor and Workforce Development:						
Adult Education and Family Literacy	Not Applicable	166,666	07/01/24	06/30/25	100,372	100,372
Opportunity Partnership Grant (OPG)	Not Applicable	119,760	07/01/24	06/30/25	48,503	108,084
Workforce Learning Link	Not Applicable	60,000	07/01/24	12/31/24	57,928	57,928
Total N.J. Department of Labor and Workforce Development					206,803	266,384

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
SCHEDULE OF EXPENDITURES OF STATE FINANCIAL ASSISTANCE (CONTINUED)
YEAR ENDED JUNE 30, 2025

State of New Jersey Grantor/ Pass-Through Grantor/Program or Cluster Title	State GMIS Number or Grant Account Number, if Applicable	Program or Award Amount	Grant Period		FY 2025 Expenditures	Cumulative Expenditures
			From	To		
N.J. Department of Children and Family:						
Displaced Homemaker	10-100-016-1630-014	\$ 487,734	07/01/24	06/30/25	\$ 159,673	\$ 159,673
Total N.J. Department of Children and Family					159,673	159,673
N.J. Department of Treasury - Vocational Education:						
Passed through County of Union:						
Job Search/Job Readiness	17 WFNU 100/101	255,416	07/01/24	06/30/25	172,450	172,450
Total N.J. Department of Children and Family					172,450	172,450
N.J. Department of Treasury - Higher Education Administration:						
Operational Costs - County Colleges	10-100-082-2155-015	13,330,313	07/01/24	06/30/25	13,330,313	13,330,313
Employer Contributions - Alternate Benefit Program - Faculty and Staff	10-100-082-2155-017	1,010,514	07/01/24	06/30/25	1,010,514	1,010,514
Employer Contributions - Alternate Benefit Program - Adjuncts	10-100-082-2155-017	366,939	07/01/24	06/30/25	366,939	366,939
Total Employer Contributions - Alternative Benefit Program					1,377,453	1,377,453
Building Our Future Bond Act	5860742400080	3,961,671	09/01/16	Open	-	3,895,506
Total N.J. Department of Treasury					14,880,216	18,775,722
N.J. Department of State						
NJ Historical Commission	HC-PRO-2025-032	13,932	07/01/24	06/30/25	13,932	13,932
Total N.J. Department of State					13,932	13,932
Total State Financial Assistance					\$ 25,582,492	\$ 29,722,021

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO SCHEDULES OF EXPENDITURES OF FEDERAL AWARDS
AND STATE FINANCIAL ASSISTANCE
JUNE 30, 2025

NOTE 1 GENERAL

The accompanying schedules of expenditures of federal awards and state financial assistance (the Schedules) present the activity of all federal awards and state financial assistance programs of UCNJ Union College of Union County, NJ. The College is defined in Note 1 to the College's basic financial statements. All federal awards and state financial assistance received directly from federal and state agencies, as well as federal awards and state financial assistance passed through other government agencies, are included on the Schedules.

NOTE 2 BASIS OF ACCOUNTING

The accompanying Schedules are presented using the accrual basis of accounting. The accrual basis of accounting is described in Note 1 to the financial statements. The information in the Schedules is presented in accordance with the requirements of 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance) and State of New Jersey Circular 15-08-OMB.

NOTE 3 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Expenditures reported on the Schedules are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Negative amounts shown on the Schedules represent adjustments or credits made in the normal course of business to amounts reported as expenditures in prior years. The College has elected not to use the 10% de minimis indirect cost rate allowed under the Uniform Guidance.

NOTE 4 RELATIONSHIP TO FINANCIAL STATEMENTS

Amounts reported in the accompanying schedules agree with amounts reported in the financial statements.

NOTE 5 RELATIONSHIP TO FEDERAL AND STATE FINANCIAL REPORTS

Amounts reported in the accompanying schedules agree with the amounts reported in the related federal and state financial reports.

UCNJ UNION COLLEGE OF UNION COUNTY, NJ
NOTES TO SCHEDULES OF EXPENDITURES OF FEDERAL AWARDS
AND STATE FINANCIAL ASSISTANCE
JUNE 30, 2025

NOTE 6 STUDENT LOAN PROGRAMS

The College is responsible only for the performance of certain administrative duties with respect to Federal Direct Student Loans; accordingly, these loan balances are not included in the College's basic financial statements. It is not practical to determine the balance of loans outstanding to students of the College under this program as of June 30, 2025. The amount reported on the schedules of expenditures of federal awards is the amount of loans awarded in the current year.

NOTE 7 STUDENT FINANCIAL AID INSTITUTIONAL AND PROGRAM ELIGIBILITY METRICS

The Institution is in compliance with the following institutional and program eligibility requirements under the Higher Education Act of 1965 and Federal regulations under 34 CFR 668.23:

- Correspondence courses the institution offers under 34 CFR 600.7(b) and (g)
- Regular students that enroll in correspondence courses under 34 CFR 600.7(b) and (g)
- Institution's regular students that are incarcerated under 34 CFR 600.7(c) and (g)
- Completion rates for confined or incarcerated individuals enrolled in non-degree programs at nonprofit institutions under 34 CFR 600.7(c)(3)(ii) and (g)
- Institution's regular students that lack a high school diploma or its equivalent under 34 CFR 600.7(d) and (g)
- Completion rates for short-term programs under 34 CFR 668.8(f) and (g)
- Placement rates for short-term programs under <https://www.ecfr.gov/current/title-34/subtitle-B/chapter-VI/part-668/subpart-A/section-668.8> 34 CFR 668.8(e)(2).



**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL
REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN
AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE
WITH GOVERNMENT AUDITING STANDARDS**

Honorable Chairman and Members
of the Board of Trustees
UCNJ Union College of Union County, NJ
Cranford, New Jersey

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the business-type activities of UCNJ Union College of Union County, NJ (the College), in the County of Union, state of New Jersey, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the College's basic financial statements, and have issued our report thereon dated December 16, 2025.

The financial statements of the discretely presented component unit, Union County College Foundation, were not audited in accordance with *Government Auditing Standards* and accordingly this report does not include reporting on internal controls over financial reporting or instances of reportable noncompliance associated with Union County College Foundation.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the College's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control. Accordingly, we do not express an opinion on the effectiveness of the College's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Honorable Chairman and Members
of the Board of Trustees
UCNJ Union College of Union County, NJ

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether College's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in black ink that reads "CliftonLarsonAllen LLP". The signature is written in a cursive, flowing style.

CliftonLarsonAllen LLP

King of Prussia, Pennsylvania
March 4, 2026



**INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR EACH MAJOR
FEDERAL AND STATE PROGRAM AND REPORT ON INTERNAL CONTROL OVER
COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE AND STATE OF
NEW JERSEY CIRCULAR 15-08 OMB**

Honorable Chairman and Members
of the Board of Trustees
UCNJ Union College of Union County, NJ
Cranford, New Jersey

Report on Compliance for Each Major Federal and State of New Jersey Program

Opinion on Each Major Federal and State of New Jersey Program

We have audited UCNJ Union College of Union County, NJ's (the College) compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* and the *New Jersey State Grant Compliance Supplement* that could have a direct and material effect on each of the College's major federal and state of New Jersey programs for the year ended June 30, 2025. The College's major federal and state of New Jersey programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, the College complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal and state of New Jersey programs for the year ended June 30, 2025.

Basis for Opinion on Each Major Federal and State of New Jersey Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance); and state of New Jersey Circular 15-08-OMB, *Single Audit Policy for Recipients of Federal Grants, State Grants and State Aid*. Our responsibilities under those standards, the Uniform Guidance, and State of New Jersey Circular 15-08-OMB are further described in the Auditors' Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the College and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal and state of New Jersey program. Our audit does not provide a legal determination of the College's compliance with the compliance requirements referred to above.

Other Matter – Federal and State Expenditures Not Included in the Compliance Audit

The College's basic financial statements include the operations of the Union County College Foundation, a discretely presented component unit, which is not included in the College's schedules of expenditures of federal and state awards during the year ended June 30, 2025. Our compliance audit, described in the Opinion on Each Major Federal and State of New Jersey Program, does not include the operations of the discretely presented component unit because they did not receive federal and state awards.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the College's federal and state of New Jersey programs.

Auditors' Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the College's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, the Uniform Guidance, and the State of New Jersey Circular 15-08-OMB will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the College's compliance with the requirements of each major federal and state of New Jersey program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, the Uniform Guidance, and the State of New Jersey Circular 15-08-OMB, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the College's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the College's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance and the State of New Jersey Circular 15-08-OMB, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control over compliance. Accordingly, no such opinion is expressed.

Honorable Chairman and Members
of the Board of Trustees
UCNJ Union College of Union County, NJ

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control Over Compliance

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal or state program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal or state program will not be prevented, or detected and corrected, on a timely basis.

A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal or state program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance and the State of New Jersey Circular 15-08-OMB. Accordingly, this report is not suitable for any other purpose.

Honorable Chairman and Members
of the Board of Trustees
UCNJ Union College of Union County, NJ

Reports on Schedules of Expenditures of Federal and State Awards Required by the Uniform Guidance and State of New Jersey Circular 15-08-OMB

We have audited the financial statements of the business-type activities, the discretely presented component unit, and the aggregate remaining fund information of the College, a component unit of the County of Union, New Jersey, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the College's basic financial statements. We have issued our report thereon, dated December 16, 2025, which contained unmodified opinions on those financial statements. Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the basic financial statements. The accompanying schedules of expenditures of federal and state awards is presented for purposes of additional analysis as required by the Uniform Guidance and State of New Jersey Circular 15-08-OMB and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedules of expenditures of federal and state awards is fairly stated in all material respects in relation to the basic financial statements as a whole.



CliftonLarsonAllen LLP

King of Prussia, Pennsylvania
March 4, 2026

**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
YEAR ENDED JUNE 30, 2025**

Section I – Summary of Auditors' Results

Financial Statements

1. Type of auditors' report issued: Unmodified
2. Internal control over financial reporting:
 - Material weakness(es) identified? _____ yes X no
 - Significant deficiency(ies) identified? _____ yes X none reported
3. Noncompliance material to financial statements noted? _____ yes X no

Federal and State Awards

1. Internal control over major federal and state programs:
 - Material weakness(es) identified? _____ yes X no
 - Significant deficiency(ies) identified? _____ yes X none reported
2. Type of auditors' report issued on compliance for major federal and state programs: Unmodified
3. Any audit findings disclosed that are required to be reported in accordance with Part 200 of the Uniform Guidance or NJ OMB 15-08? _____ yes X no

**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
SCHEDULE OF FINDINGS AND QUESTIONED COSTS (CONTINUED)
YEAR ENDED JUNE 30, 2025**

Section I – Summary of Auditors' Results (Continued)

Identification of Major Federal and State of New Jersey Programs

Federal Assistance Listing Number(s)/State Account Number(s)	Name of Federal/State Program or Cluster
Federal	
84.007	Federal Supplemental Educational Opportunity Grants (SEOG)
84.268	Federal Direct Student Loans
84.063	Federal Pell Grant Program
84.033	Federal Work Study Program
84.031S	Higher Education Institutional Aid - Title V Funding
State	
10-100-082-2155-015	Operational Costs - County Colleges
10-100-074-2405-332	Community College Opportunity Grant
10-100-082-2155-017	Alternative Benefit Program - Faculty & Adjuncts

Dollar threshold used to distinguish between Type A and Type B programs:

Federal	\$ 988,361
---------	------------

State \$ 767,475

Auditee qualified as low-risk auditee? X yes no

**UCNJ UNION COLLEGE OF UNION COUNTY, NJ
SCHEDULE OF FINDINGS AND QUESTIONED COSTS (CONTINUED)
YEAR ENDED JUNE 30, 2025**

Section II – Financial Statement Findings

Our audit did not disclose any matters required to be reported in accordance with *Government Auditing Standards*.

***Section III – Findings and Questioned Costs – Major Federal Awards
and State of New Jersey Awards***

Our audit did not disclose any matters required to be reported in accordance with 2 CFR 200.516(a) or NJ OMB Circular 15-08.



UNION COLLEGE

of Union County, NJ

1033 Springfield Avenue
Cranford, NJ 07016

40 West Jersey Street
Elizabeth, NJ 07202

232 East Second Street
Plainfield, NJ 07060

1776 Raritan Road
Scotch Plains, NJ 07076

908.709.7000

www.ucc.edu

UCNJ UNION COLLEGE OF UNION COUNTY, NJ SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS YEAR ENDED JUNE 30, 2025

The UCNJ Union College of Union County, NJ respectfully submits the following summary schedule of prior audit findings for the year ended June 30, 2025.

Audit period: July 01, 2024 – June 30, 2025

The findings from the prior audit's schedule of findings and questioned costs are discussed below. The findings are numbered consistently with the numbers assigned in the prior year.

FINDINGS—FINANCIAL STATEMENT AUDIT

None noted

FINDINGS—FEDERAL AWARD PROGRAMS AUDITS

U.S. Department of Education

2024-001 Student Financial Aid Cluster – National Student Loan Data System (NSLDS) Program and Enrollment Reporting – Assistance Listing Numbers 84.007 (P007A112620), 84.268 (P268K131820), 84.063 (P063P111820), 84.033 (P033A112620)

Condition and Context:

During our testing of NSLDS Enrollment Reporting for the College, we noted:

- 1) Proper controls were not in place for reporting status changes to NSLDS within the 60-day timeframe:
 - a. Ten of 40 students tested
- 2) Proper controls were not in place for reporting program enrollment effective dates to NSLDS:
 - a. Sixteen of 40 students tested

Status: Corrected, controls have been implemented to monitor and ensure compliance.

If the U.S. Department of Education has questions regarding this plan, please contact the Dayne Chance, Executive Director of Financial Aid, at 908-709-7089 or chance@ucc.edu.

*Transforming Our
Community ...
One Student
at a Time*



CLA (CliftonLarsonAllen LLP) is a network member of CLA Global. See CLAGlobal.com/disclaimer. Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.