

VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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*WE CARE
About Our Students,
Our Members,
Our College!*



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 Secretary - Rosemarie Tavitian
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 Chief Information Officer - Richard D. Erben

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 Paul Guadagnino
 Garry Ouellette
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 Student Services.....Diana Cannone
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 Unattached Technical Assistants.....Vacant
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AFA COMMITTEES:

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 Members: Gerald Scharfman, Philip Pecorino
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 Members: Chris Enright, Philip Pecorino
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 Political Action....Co-Chairs: Garry Ouellette/Gerald Scharfman
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 Femminella, Susan Mitchell
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Feature Columnist: Ruth Silverman
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From the President's Desk



Stefan Krompfer

At the outset, I extend a warm welcome back to each of you and convey my best wishes for a successful 2024/2025 college year. It is with profound pride and deep humility that I continue to serve as your President and colleague during this third term of office. You teach, counsel, coach, guide, advise, and remediate the students who enter your classrooms, offices, library, playing fields, locker rooms, labs, and learning/help centers, but it is the way you do it that makes you special and me so very proud. You care about your students; you go above and beyond as you work with them in an effort to shape their professional and personal futures. Most importantly, it is you who make the lives and save the lives, both literally and figuratively, of the students who come through your doors each day.

I am pleased to report that our labor contract was unanimously approved at the August meeting of the Nassau County Legislature and has been signed by Nassau County Executive Bruce Blakeman. Our Vice-President, Scott Stark, writes about his experience while attending the legislative meeting in this issue of the *Vanguard*. The contract, which is retroactive to the 2023/2024 college year, will remain in effect through the 2025/2026 academic year.

In this issue of the *Vanguard* and in those that follow, you will find columns and articles authored by members of the AFA leadership team. These writings contain vital information necessary for your continued protection under the provisions of our collective bargaining agreement with the college and the county. I strongly urge you to read these articles diligently and to take appropriate action when required. In conclusion, I once again extend my warm welcome back and wish you all the very best for the coming college year.

Stefan Krompfer
 President
 Adjunct Faculty Association

Message from the Vice-President



Scott Stark

As we begin the Fall 2024 semester, I want to extend a warm welcome to all of you. Please know that each one of you is a valued member of our community. I am humbled and honored to serve as your Vice President, and I wish you all the best in your academic and professional endeavors this semester. Your dedication and hard work continue to inspire me and strengthen our association.

I recently had the honor of attending the Nassau County legislative meeting on your behalf. Our collective bargaining agreement was approved. The meeting, which began at 1 PM, was a lengthy session that also addressed two contentious issues. As a side note, you might have spotted me in the background of a News12 story from that meeting—proving once and for all that it’s true what they say about the camera adding 10 pounds!

After patiently observing the lengthy and intense deliberations, I finally had the opportunity to speak at 9:30 PM. It was a privilege to represent our members and witness our government in action, underscoring the significance of our efforts and the support we have garnered.

Below is what I said in my comments to the Nassau County Legislature on August 6, 2024.

“Good evening. My name is Scott Stark, Vice President of the Adjunct Faculty Association at Nassau Community College. On behalf of the members of the Adjunct Faculty Association, I’d like to extend our gratitude for your approval of the collective bargaining agreement between the AFA and Nassau Community College.

Negotiations did not go as smoothly as we had wished, but we commend all parties for their dedication to reaching a mutually beneficial agreement. The collaborative effort demonstrated during this process

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Message from the Vice-President

highlights our commitment to the future of Nassau Community College.

We worked diligently to resolve differences. We chose to do so behind the scenes because we are acutely aware that adverse publicity could exacerbate the college’s fiscal challenges. Our priority is always the rights and well-being of our members. Supporting the institution’s stability and growth is integral to accomplishing this.

We appreciate your recognition of the essential role adjunct faculty members play in the success of Nassau Community College and the broader community. Your support ensures that we can continue to provide high-quality education to our students while helping to address the college’s financial challenges.

Thank you once again for your approval and continued support.”

In closing, I want to express my profound gratitude to each of you for entrusting me with the privilege of representing the finest adjuncts in the nation. Your support and dedication inspire me every day. Together, we have achieved significant progress, and I am confident that, with your continued commitment, we will keep moving forward. Thank you for allowing me the honor to serve you and to advocate for our shared goals and values.

Scott Stark
Vice-President
Adjunct Faculty Association

The Inside Scoop

In his column, our VP Scott Stark noted that the Nassau County legislature approved our Collective Bargaining Agreement (CBA). Our CBA has also been signed by our County Executive, Bruce Blakeman, fully executing the agreement. From the wage standpoint, this agreement raises all adjunct wages by 3% for the period September 1, 2023 – August 31, 2024. On top of that wage increase, there was an additional 3% for the period September 1, 2024 – August 31, 2025, and a 2.75% wage increase for the period September 1, 2025 – August 31, 2026. The retroactive payments will take months to be calculated as the County must identify who worked and for how many hours in order to calculate retroactive wages due. The new CBA will be in electronic form and will be emailed to all members when it becomes available. This process will also take some time since the language must be reviewed meticulously to make sure it reflects what we agreed upon. Moreover, a missing comma or punctuation mark could cause the meaning of a section to change.



Richard D. Erben

I would be remiss if I didn't address the uncertainty of so many things happening on campus. Uncertainty gives birth to stress and anxiety. I will focus on two areas that comprise a large part of the uncertainty: Declining enrollment and department mergers. We have witnessed a steady decline in enrollment for many years. This decline is bad for the College and bad for our members since fewer assignments are available. The AFA continues to make recommendations to the College on initiatives that could increase enrollment and aid in retention. We understand a robust enrollment will benefit our members with increased assignments. To that end, we will continue to make recommendations on how best to increase enrollment. The other big uncertainty is department mergers. As of August 1, 2024,

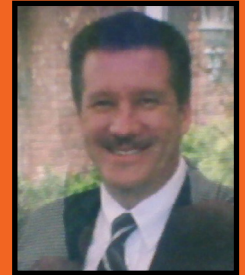
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The Inside Scoop

mergers have been enacted. Under the AFA jurisdiction, there was little that we could do regarding the College’s desire to make these mergers. However, as a union there was much that we could do to maintain your same level of representation. The AFA leadership along with the AFA Executive Board made recommendations to change our Constitution so that your representation would not suffer. Those changes were overwhelmingly approved by the membership. As a result, you can still speak to the same representative that you went to prior to the mergers. You will find a listing in the front of the Vanguard showing all the original departments along with the AFA contact person for each of those departments.



Richard D. Erben

In closing, we as a union have navigated through troubled waters and difficult times, and we will do so again. In the face of these uncertain times, we can find solace in knowing that we are a large, united union. When we stand together, we stand strong. You can rest assured that whether we are fighting for a large contingent of our members or to protect the position of a single member, we will be there for you. I want to extend my appreciation to all of you for all you do for our students and for your support of the AFA. You, collectively, are the heart and soul of the AFA.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

