

Reclaiming the promise

by Kevin Peterman



Fast facts

- 52% of all SUNY students are enrolled in the 30 community colleges.
- NYS education law indicates that the state should fund 40% of SCCC's operating budget.
- In SCCC's 2014-15 operating budget, state funding is only about 24%.

Welcome back! As we start the new year, the FA leadership will be focused on two major initiatives: reclaiming the promise and an FA initiative for mediation training, problem solving and dispute resolution.

We will also be celebrating some of our past initiatives, which will be moving to their next phases. In October, the new William J. Lindsay Science Building on the Ammerman campus will be opened. Later in the

semester, the new learning resource center on the Grant campus will have its groundbreaking ceremony.

Reclaiming the promise

In July your FA delegates were at the AFT Convention in Los Angeles and the AFT theme was "reclaiming the promise"—investing in public education. My first reaction was that this was a mostly K-12 push for local

school districts. But as I thought about it, I realized New York state has not abided by its promise to fund their community college.

In the early 1970s education law was approved funding New York's community colleges, specifically NY Education Law §6304: NY Code-Section 6304: Financing of community colleges. The law talks about the oft-

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THIS JUST IN... *The WORD* is going online.

Effective immediately, all issues—with the exception of the first issue each academic year, in September—will be available to members and to the public on the FA website at www.fascc.org/theword.

The change reflects the FA's ongoing efforts to be environmentally responsible and to exercise the utmost fiduciary responsibility. Issues will no longer be available in a pdf format. Instead, they will be organized by type and/or by function. Sections will include but not be limited to the following:

- community outreach
- social justice
- political action
- member profiles
- labor history
- FA activities
- distance education
- news
- opinion
- letters to the editor
- FYI: Highlights from the Executive Council
- information for new members, adjuncts, retirees, etc.
- information regarding promotions, sabbaticals and faculty development funds

In addition to reporting on regular FA activities, *The WORD* will continue to expand its coverage to include new media as well as expand the number of contributing writers and photographers.

The FA's communication efforts will stay focused on continuing to keep our members informed. While we have consistently received numerous awards each year from the NYSUT and AFT communications competitions, we are moving in new directions.

In addition to the nine NYSUT honors received in May, at the AFTCN awards reception on Sunday, July 13, during the AFT Convention in Los Angeles, Cynthia Eaton accepted the following awards on behalf of the FA:

- **First Place: Best News Story** "Professors on Wheels presenters enjoy residents' smart questions, warm personalities, enthusiastic participation" by Cynthia Eaton (June 2013)
- **First Place, Best Layout** *The WORD* Feb. 2013 by Cynthia Eaton
- **Second Place, Best Profile** "In memoriam: Charlie Grippi" by Ellen Schuler Mauk (Dec. 2013)
- **Second Place, Best Public Relations Activity** "TEAM FA carries unique quilt in this year's Making Strides walk" by Cynthia Eaton (Nov. 2013)
- **Third Place, Best Original Photo** "Professors on Wheels presenters enjoy residents' smart questions, warm personal ties, enthusiastic participation" by Victoria (Sinacori) Pendzick
- **Third Place, Best Print Periodical** *The WORD* Feb. 2013, May 2013, June 2013 by Cynthia Eaton



photo by Michael Campbell

The WORD

Cynthia Eaton.....Editor
Kevin Peterman.....PR Director
William Burns.....Writer
Susan Rubenstein DeMasi.....Writer

The block contains the masthead for 'The WORD' and lists the editorial staff. Below the staff list are two logos: the Faculty Association Suffolk County (FASCC) logo and the AFTCN Communications Network logo.

The WORD Editorial Policy

The WORD is the voice of our local. This is our primary vehicle for bringing members, on a regular basis, the views and actions of the leaders. Throughout the publication will be descriptions and reports on the union's programs, positions and politics as well as showing the variety of ways dues are expended. It is our intent to publish 8 to 10 issues per year on a monthly basis.

This newsletter, unlike a newspaper, is not designed to have a "Letters to the Editor" column nor does it accept an advertisement unless it has been screened and approved as a member benefit by NYSUT or AFT. The FA will receive a rebate for each NYSUT/AFT ad it runs in an issue of *The WORD*.

The WORD is also the voice of its members. Articles about the Faculty Association, its members and their concerns are welcome. All articles should contribute positively to the welfare of the Faculty Association and its members. We will not accept partisan articles or articles which attack any union leader or member. We will accept a thoughtful discussion of all related issues of concern to FA members. We reserve the right to edit articles not only for space and content but also those that seem to reflect a misunderstanding of the union and its policies or those which contain misinformation. The editors are the final authority for all editorial decisions.

In the event of any inadvertent misstatement or factual error, the correction will be made in the next issue of *The WORD*.

FYI: Highlights from the Executive Council and other news of note

- **Adjunct/overload checks and promotion bonus checks:** There will be seven adjunct/overload paychecks on the following dates:

October 2, 16, and 30
November 13 and 26
December 11 and 23

Full-time faculty promoted on September 1, 2014, will receive their promotion bonuses (5% of base salary) in a separate check on October 9.

- **FA thanks building trades:** The FA is grateful to the trade unionists who worked diligently with college staff to get the Riverhead Building on the Ammerman campus ready as quickly as they could.

- **Sabbatical workshops:** Applications for the 2014-15 year are due October 15. Workshops will be held during common hour as follows:

Ammerman 9/17 Old Field Rm
Eastern 9/24 Corchaug 18
Grant 10/1 Sagtikos 221

- **Adjunct/overload pay rates:** The current pay rates for adjunct/overload courses are as follows:

| | |
|---------------------|---------|
| instructor | \$1,138 |
| assistant professor | \$1,234 |
| associate professor | \$1,324 |
| professor | \$1,451 |

- **How your adjunct/overload salary is calculated:** The contact hour value of your course is

multiplied by the credit/contact hour rate for your rank.

Divide your total by the number of payrolls in the semester (usually 7) to calculate the biweekly gross amount you will receive per paycheck, e.g., an instructor teaching one three-credit class: $3 \times \$1,138 = \$3,414$, divided by 7 = \$487.71 gross per paycheck.

- **FA wall calendars:** Get this year's wall calendar from your EC rep (see page 11) or in one of the adjunct offices. Due to popular demand, we ask that you take only one!

TEAM FA is making strides



Join TEAM FA as we proudly carry the unique FA quilt honoring those in our college community who have been impacted by breast cancer.

Sunday, October 19
Jones Beach



1 Ocean Parkway, Wantagh, parking fields 4 and 5
TEAM FA meets at 8 a.m. at the NYSUT tent

mentioned 1/3 funding formula: 1/3 from the students, 1/3 from the county and 1/3 from the state.

But the laws states, "Such aid for a college shall, however, be for two-fifths of operating costs for any fiscal year of the college during which it is implementing a program of full opportunity provided a plan has been approved by the state university trustees."

Forty percent! What are we actually getting from the state, however? According to the Suffolk County Legislature's Budget Review Office June 9, 2014, Report, New York state's revenue for SCCC's 2014-15 budget will be \$49.3 million, which is about 24% of our total budget (http://legis.suffolkcountyny.gov/bro/Reports/2014/review_sccc_2014-2015_ob.pdf).

So, this semester the FA will be

organizing all the community colleges in NY to "reclaim the promise" and insist that New York state fund its community colleges as it promised in its own 1970s legislation.

We will also be engaging our student leaders because adequate funding from the state will lead to lower tuition.

How can you help? There are two ways: The first is to contribute to, or increase, your contribution to VOTE/COPE. It is with political involvement that we will make change. Second, empower your students. Working together, we can "reclaim the promise"!

New FA initiative: The mediation project

At our June Executive Council meeting, the EC approved funding for the FA to hire a consultant who will provide training to develop and implement an FA program of internal mediation and conflict management.

We are basing this program on the Monroe Community College Faculty Association, which has had it in place

for many years. It is run by faculty for faculty. Faculty will be working with full- and part-time FA members to resolve issues. It is not a labor/management program.

I have asked EC rep Dante Morelli of the Ammerman communications department to chair the mediation and conflict management committee—see details below. We will be selecting about a dozen faculty members to participate in a January 2015 six-day training session. Faculty will be trained on conflict resolution, negotiation and problem solving and mediation techniques.

Our goal is to have the program operational in September 2015.

So, on the statewide level, we will be engaging in "reclaiming the promise" and at the college we will be working on a union sponsored mediation and conflict management project.

No doubt it will be an interesting year. With your support it will be a great year as well.

As always, we encourage you to get involved because activism works!

Mediation is about communication

The FA membership consists of a unique community of people. Our large, diverse membership is one of our strongest characteristics but sometimes personalities clash and conflicts go unresolved. Starting in spring 2015, the FA will launch our mediation project.

The purpose of this initiative is to bring together members of the FA who may have differences with one another. Mediation is designed to be an opportunity to discuss such conflicts in a safe, confidential space. The mediations will be moderated by trained members of the FA who will have completed a six-day training program. The mediators will be trained by Stephen LaLonde, who brings many years of consulting and mediation experience to our trainees. Mr. LaLonde has worked with more than 100 organizations on such programs and has designed a special program for our local. He will also train our mediators to train others within the FA.

The mediation project will aim to help members craft their solution(s) as well as to create a workplace environment that is positive and collegial. This is an FA-sponsored program which means that whatever is disclosed in a mediation session stays between the parties and the mediator. The college administration, FA leadership and a member's direct supervisor will not know about any FA member participating in this voluntary program.

When the spring semester approaches, we will be advertising this program to the membership.



Meet Marion Smith, future millionaire, and her fellow grads

by Cynthia Eaton

Dan Linker, coordinator of the Professors on Wheels program, hadn't seen Jennifer Payne in years. He ran into his former student at The Arbors Islandia West on June 11 when she came to see her grandmother, Marion Smith, graduate from the Professors on Wheels program.

who served as a combat medic in the Philippines, LaScala said, "It's a good way to keep my brain working. I'm a big history buff, so I'd like to see more history classes."

Ann Marie Brew, director of recreation, offered a special thanks to the FA members who volunteered

residents graduated from the program. Graduate Henrietta Cotgreave (below) saw me approach with my camera. She took a deep breath to collect her emotions, looked right at the camera, and said simply, "Well, what do you know? I did it!"



SCCC alum Jennifer Payne, left, poses with her grandmother, Marion Smith, and her former professor Dan Linker.

Smith, salutatorian of a class of twenty-two scholars, concluded her speech by asserting, "Education is like gold. The more you get, the richer you are. And I'm going to keep on collecting until I am a millionaire!"



Class valedictorian Sebastian LaScala (above) praised the Professors on Wheels program. A WWII vet

their time at The Arbors: **Bill Burns** (English) "Hitchcock: A Master of Suspense," **Courtney Brewer** (Psychology) "Understanding Sleeping and Dreaming" and "Understanding Memory," **Leslie Derenfeld** (Early Childhood Ed) "Hidden Messages in Mother Goose" and "Your Brain: Use It or Lose It," **Gayle Sheridan** (Media Services) "Storytelling with Photos and Music" and **Jane-Marie Wright** (Mathematics) "The Quilt Trunk Show."

A similar ceremony was held at the Island Nursing and Rehab Center on July 22. Director of therapeutic recreation Lorrie Prescott highlighted the following FA members for having presented classes to their residents in recent years: **Courtney Brewer** (Psychology) "Understanding Memory," **Leslie Derenfeld** (Early Childhood Ed) "Hidden Messages in Mother Goose," **Vladimir Jurukovski** (Biology) "Stem Cell Research," **Regina Keller** (Mathematics) "Rehabilitating Puppy Mill Survivors" and **Jane-Marie Wright** (Mathematics) "Civil War Quilts."

This year, just over two dozen



photos by Cynthia Eaton

"Anyone who doubts this program's impact," said the son of graduate Marie Brischler, "just needs to look at the smiles on these faces."

Contact Dan Linker (dan@fascc.org) to help more smiling seniors become millionaires.



FASCC • The WORD

Celebrating full-time and adjunct member promotions

by Sean Tvelia

On behalf of the FA, I'd like to congratulate the following members on their promotions!

It's never too early to think about your own promotion. If you have any questions about the process or about the various elements of promotion—e.g., educational requirements, college and community service, professional development, credit substitutions, etc.—contact me at sean@fascc.org. I'm happy to help.

Full-time faculty

to assistant professor

- Buffet, Neil (A)
- Dougherty, Dennis (G)
- Liccione, Colleen (A)
- Murphy, Janine (G)
- Whitman, Stacy (A)
- Zisel, Matthew (C)

to associate professor

- Boecherer, Michael (E) - *Guild*
- Bosco, Nicholas (A)
- Brady, Christine (A)
- Coppa, Doreen (A)
- Dereme, Theresa (G) - *Guild*
- Donnelly, Etsuko (A)
- Dovell, Karen (G) - *Guild*
- England, Michael (A)
- Gehring, Matt (A) - *Guild*
- McCabe, Susan (A)
- Millet, John (G)
- Morelli, Dante (A)
- Nohai-Seaman, Alex (A)
- Pestieau, Nicolas (E)
- Remsen, James (G)
- Smith, Peter (A)
- Takacs, MaryPat (G)
- Tomlet, Liz (A)
- Wood, Gary (E)

to professor

- Atwood, Alexander (A)
- Burger, Kathleen (G) - *Guild*
- Cavanaugh, Alice (A)
- Chen, Jerry (A)
- Clarke, Colin (A) - *Guild*
- Cosenza, Chris (A) - *Guild*
- Eaton, Cynthia (E)
- Fagan, Tara (G)
- Heraghty, Al (G) - *Guild*
- Marcincuk, Maggie (A)
- Munsch Eilbeck, Patti (A)
- Roccanova, Louis (G)
- Wakefield, Debra (A)
- Wittkamper, Andrew (A)

to professional assistant 2

- Anderson, Paul (E)
- David, Kristie (C)

Adjunct faculty

to adjunct assistant professor

- Anderson, Mary
- Greenberg, Russell
- Kelly, Brian
- Murray, Tim
- Pedersen, Jeffery
- Rider, Tara
- Rowland, William
- Scarnati, Anthony
- Scavo, Anthony
- Cudia, Laura
- Gallo, Jacqueline
- Guia, Michele
- Kim, Mary
- Paskowitz, Philip
- Smutny, Charles
- Busby, Robert
- Casey, James
- Emmetsberger, Jaime
- Hassildine, Ed
- Lee, Winston
- McCorkle, Sean

- Tuthill, Janet
- Washburn, Robert

to adjunct associate professor

- Brett, Laurel
- Furjanic, Gregory
- Hayes, Sharon
- McCarty, James
- Clifford, Kathleen
- Gherardi, Christopher
- Needelman, William
- Tongue, Jeffrey

to adjunct professor

- Carew, Andrea
- McIlwraith-Seidl, Donna
- Ratna, Warren

to adjunct professional assistant 2

- Carlos, Jillian
- Corbisiero, Kathleen
- Dahl, Soren
- Kelly-Strawgate, Heidi
- Stevens, Janet

to adjunct professional assistant 1

- Lojeck, Adrienne
- Quartuccio, Dominick



New members, new facets to our mentoring program

by Sarah Gutowski

Over the past two years the FA's new member program, which serves as a year-long orientation for new full-time classroom faculty and specialists, librarians, counselors and PAs, has changed in some subtle but significant ways.

For instance, last year we transformed our traditional month-long email campaigns (formerly held in October and March) into an informational blog, published September through May. Through a series of weekly posts, *The Undercurrent* (found at www.fasccnewmemberblog.blogspot.com) is intended to supplement and expand upon much of the formal and informal "nuts and bolts" information found in *The Underground* as well as provide occasional advice about building and shaping one's career at SCCC.

And in the same spirit of mentoring and supporting our members through all stages of their careers, this year we launch the new member program's Discussion Series in cooperation with the Office for Faculty

and Professional Advancement. This sequence of panel discussions will feature colleagues sharing stories and perspectives about career-building at Suffolk.

The first conversation, titled "Hindsight: What You Can Learn from My First Year," will be held on Friday, September 12, from 11 a.m. to 12:15 p.m., in the Mildred Green Room of the BSC (Ammerman). The series will continue throughout the academic year, and we encourage your attendance, whether you're a new member or entering the middle of your career.

The other dates and topics in this

discussion series will be as follows:

- Friday, November 14: "The Long View: Anticipating and Planning Your Career at SCCC"
- Friday, February 20: "Working Together: What We Accomplish When We Collaborate"
- Friday, April 17: "With Pride and (Surprise!) Joy: My Most Meaningful Projects and Endeavors at SCCC"

And last but not least, Katherine Aguirre joins us as the new Eastern campus new member coordinator. Glenda Denicolo and Liz Foley will continue to serve as the Ammerman campus coordinator and Grant campus coordinator, respectively.

On behalf of the FA, we would like to welcome the latest additions to our college and union. Please share a friendly hello and offer assistance to our newest colleagues as they acclimate to life at SCCC.



Spring 2014

- Lisa Behnke, Academic Advising (A)
- Timothy Giardina, Special Events (A)
- Timothy Keiley, Special Events (A)
- Donna Krompinger, Adjunct Services (C)
- Richard Lauria, ESL (A)
- Edwin Roldan, Admissions (G)
- Janet Tierney, Science (E)
- Dawn Wing, Library (A)
- Yu Zhang, Chemistry (E)

Fall 2014

- Laura Cudia, ESL (E)
- Jared Dowd, Student Support Services (E)
- Adela Johnson, Accounting (E)
- Christina Johnston, Instructional Technology (C)
- Jill Malik, Psychology (G)
- Ryan McKenna, Economics (A)
- Bethany Mutter, Communications (A)
- Harold Naideau, Photography (E)
- Rebecca Pearson, Biology (A)
- Christopher Petrucci, Physical Education (A)
- Melissa Rodriguez, Financial Aid (A)
- Cristina Savarese, English (G)
- Jay Wayne, Biology (A)
- Kelly Zydel, Veterinary Science (G)

Budget for fiscal year 2014-15

by Joyce Gabriele

| | PROJECTED (2) 2013-14 | | BUDGETED 2013-14 | | BUDGET 2014-15 |
|--|--------------------------|-------|---------------------|-------|-------------------|
| INCOME BY SOURCE (\$): | | | | | |
| 1. Membership Dues | 804,541 | | 798,045 | | 829,782 |
| 2. Interest | 85 | | 58 | | 60 |
| | ----- | | ----- | | ----- |
| TOTAL RECEIVED | \$804,626 | | \$798,103 | | \$829,842 |
| EXPENSES BY FUNCTION (\$): | | | | | |
| 3. Office Services..... | 60,000 | | 60,000 | | 61,250 |
| 4. Employee Taxes/Benefits..... | 29,163 | | 31,338 | | 33,058 |
| 5. Office Supplies..... | 6,078 | | 6,650 | | 7,025 |
| 6. Office Capital Expense..... | 8,192 | | 7,090 | | 9,620 |
| 7. Telephone..... | 7,580 | | 5,460 | | 8,180 |
| 8. Mailing..... | 8,855 | | 7,026 | | 3,700 |
| 9. Office & Assoc. Insurance..... | 1,359 | | 1,387 | | 1,375 |
| 10. NYSUT/AFT Delegate Assemblies.. | 20,276 | | 21,830 | | 7,430 |
| 11. Workshops/Seminars..... | 10,609 | | 13,670 | | 13,750 |
| 12. Negotiations/Legal/Grievances..... | 7,625 | | 8,900 | | 29,480 |
| 13. Publications & Public Relations..... | 44,477 | | 41,685 | | 21,825 |
| 14. Membership Services..... | 43,627 | | 24,800 | | 24,800 |
| 15. Stipends..... | 44,825 | | 43,757 | | 44,618 |
| 16. Administrative Expenses..... | 9,087 | | 6,000 | | 7,500 |
| 17. SCOPE/NYCOSH Expenses..... | 0 | | 4,400 | | 4,400 |
| 18. Insurance Expense..... | 501 | | 600 | | 525 |
| 19. Audit..... | 7,500 | | 7,500 | | 7,500 |
| 20. Other Disbursements..... | 893 | | 700 | | 575 |
| LOCAL EXPENSES: SUBTOTAL | 310,647 | | 292,793 | | 286,611 |
| 21. Per Capita Dues NYSUT/AFT (1) | 513,879 | 63.9% | 502,408 | 63.0% | 531,631 |
| | ----- | | ----- | | ----- |
| TOTAL EXPENSES | 824,526 | | 795,201 | | 818,242 |
| TOTAL RECEIVED | 804,626 | | 798,103 | | 829,842 |
| | ----- | | ----- | | ----- |
| 22. Gross Surplus (Deficit) | (\$19,900) | | \$2,902 | | \$11,600 |
| | ===== | | ===== | | ===== |
| CASH STATUS: | | | | | |
| 23. Net Cash at End of Year (3) | \$122,772 | | \$145,574 | | \$134,372 |
| | ===== | | ===== | | ===== |
| MEMBERSHIP STATUS (JUNE): | | | | | |
| 24. Full-Time | 471 | | 471 | | 482 |
| 25. Adjunct | 1,576 | | 1,596 | | 1,630 |
| | ----- | | ----- | | ----- |
| TOTAL | 2,047 | | 2,067 | | 2,112 |
| PER CAPS (PER MEMBER): | | | | | |
| 26. Full-time | \$559.36 | | \$559.36 | | \$576.76 |
| 27. Adjunct (1/2 dues) | \$279.68 | | \$279.68 | | \$288.39 |
| 28. Adjunct (1/4 dues) | \$139.84 | | \$139.84 | | \$144.19 |
| 29. Adjunct (1/8 dues) | \$69.92 | | \$69.92 | | \$72.10 |

NOTES TO BUDGET

- (1) Per Capita Dues are also shown as a percentage of the membership dues as a broad check on calculations. Projected dues based on 2006-2015 contractual rates.
- (2) Based on actual results through June 30 2014, and projected results through August 2014. (See separate schedule.)
- (3) Total accumulated funds (Net Cash at End of Year) carried from line 23.

Dues deductions for academic year 2014-15

by Joyce Gabriele

Dues for full-time members of Unit III are \$576.76 plus ½% of the annual contract salary for 2014-15.

Deductions for adjunct classroom and non-classroom faculty are the \$36.05 plus ½% of contract salary received, for earnings less than \$3,999 per semester. For earnings between \$4,000 and \$7,999 per semester, dues will be \$72.09 plus ½% of contract salary received. Earnings over \$8,000 will be \$144.19 plus ½% of contract salary received.

Those working under continuing and term appointments will have 19 deductions starting with the September 18, 2014, payday. Adjuncts will have four (4) deductions beginning with checks distributed on October 16, 2014.

Those having 19 deductions can find the amounts to be withheld by entering the table in Column A at their 2014-15 steps. Find your annual dues/agency fee in Column B and your biweekly deduction in Column C. For special cases or questions, please contact Anita Greifenstein or me (joyce@fascc.org) at the Faculty Association office: 451-4151.

Column A: 2014-15 Contract Salary (\$)

Column B: 2014-15 Dues/Agency Fee (\$576.76 plus ½% of annual salary)

Column C: Deduction (\$) on each of 19 checks

| P, P1, and P2 | | | | Classroom Faculty, Librarians and Counselors | | | |
|---------------|----------|----------|---------|--|-----------|------------|---------|
| STEP | A | B | C | STEP | A | B | C |
| 1 | \$37,206 | \$762.85 | \$40.15 | 1 | \$52,701 | \$840.18 | \$44.22 |
| 2 | \$38,756 | \$770.45 | \$40.55 | 2 | \$54,899 | \$851.20 | \$44.80 |
| 3 | \$40,372 | \$778.62 | \$40.98 | 3 | \$57,186 | \$862.60 | \$45.40 |
| 4 | \$42,051 | \$786.98 | \$41.42 | 4 | \$59,570 | \$874.57 | \$46.03 |
| 5 | \$43,738 | \$795.34 | \$41.86 | 5 | \$62,054 | \$886.92 | \$46.68 |
| 6 | \$22,743 | \$402.04 | \$21.16 | 6 | \$64,639 | \$899.84 | \$47.36 |
| 7 | \$47,306 | \$813.20 | \$42.80 | 7 | \$67,334 | \$913.33 | \$48.07 |
| 8 | \$49,198 | \$822.70 | \$43.30 | 8 | \$70,138 | \$927.39 | \$48.81 |
| 9 | \$51,165 | \$832.58 | \$43.82 | 9 | \$73,061 | \$942.02 | \$49.58 |
| 10 | \$53,213 | \$842.65 | \$44.35 | 10 | \$76,106 | \$957.22 | \$50.38 |
| 11 | \$55,341 | \$853.29 | \$44.91 | 11 | \$79,273 | \$972.99 | \$51.21 |
| 12 | \$57,555 | \$864.50 | \$45.50 | 12 | \$82,578 | \$989.52 | \$52.08 |
| 13 | \$59,859 | \$875.90 | \$46.10 | 13 | \$86,018 | \$1,006.81 | \$52.99 |
| 14 | \$62,254 | \$887.87 | \$46.73 | 14 | \$89,602 | \$1,024.67 | \$53.93 |
| 15 | \$64,742 | \$900.41 | \$47.39 | 15 | \$93,335 | \$1,043.29 | \$54.91 |
| 16 | \$67,334 | \$913.33 | \$48.07 | 16 | \$97,224 | \$1,062.86 | \$55.94 |
| | | | | 17 | \$101,273 | \$1,083.00 | \$57.00 |
| | | | | 18 | \$105,495 | \$1,104.09 | \$58.11 |
| | | | | 19 | \$109,889 | \$1,126.13 | \$59.27 |
| | | | | 20 | \$114,285 | \$1,148.17 | \$60.43 |

| Specialists | | | |
|-------------|----------|------------|---------|
| STEP | A | B | C |
| 1 | \$55,341 | \$853.48 | \$44.92 |
| 2 | \$57,555 | \$864.50 | \$45.50 |
| 3 | \$59,859 | \$875.90 | \$46.10 |
| 4 | \$62,254 | \$888.06 | \$46.74 |
| 5 | \$64,742 | \$900.41 | \$47.39 |
| 6 | \$67,334 | \$913.52 | \$48.08 |
| 7 | \$70,023 | \$926.82 | \$48.78 |
| 8 | \$72,827 | \$940.88 | \$49.52 |
| 9 | \$76,832 | \$960.83 | \$50.57 |
| 10 | \$79,905 | \$976.22 | \$51.38 |
| 11 | \$83,099 | \$992.18 | \$52.22 |
| 12 | \$86,424 | \$1,008.71 | \$53.09 |
| 13 | \$89,881 | \$1,026.00 | \$54.00 |

STATEMENT REQUIRED BY FEDERAL REGULATION

Dues, contributions, or gifts to the Faculty Association of Suffolk Community College are not deductible as charitable contributions for federal income tax purposes. Dues paid to the Faculty Association, however, may qualify as business expenses, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

Adjunct update: Four factors, NORA dates and certification requests

by Cynthia Eaton

The four factors of assignments

Adjunct faculty regularly call me prior to the start of each semester to inquire about perceived misassignments. In the cases in which there was no misassignment, often the confusion surrounds the fact that assignments are based on three factors in addition to seniority.

The four factors affecting your work assignments are as follows:



When you complete your NORA form, you are asked to identify your interest in working during the upcoming semester, the days and times you are available for an assignment and your first/second/third choice of campus. All of these factors, in addition to your official certifications and college-wide seniority status, affect which assignments you may be offered.

Two more notes to keep in mind:

- A perennial source of confusion and frustration for adjuncts is the fact that no adjunct has the right to a specific assignment at a specific time.

That is, our contract gives us the right to *an assignment*, not your “favorite” class that you’ve been teaching for the past five years or your “usual” Tuesday night (or Mon/Wed morning, or Tue/Thu afternoon) class.

The college’s obligation is met when you are offered assignments that fall within your stated NORA availabilities, certifications and campus preferences and that adhere to the seniority list.

- Your campus preferences should *never* trump your college-wide seniority.

For example: Say you are an A list adjunct and you select Ammerman as your first choice and Grant as your second choice. If Ammerman doesn’t have an assignment to offer you, you should receive an assignment at Grant before anyone junior to you does (again, taking into consideration your certifications and NORA availabilities).

NORA deadlines

You know from the adjunct faculty orientation that meeting the NORA deadlines is *critical* to ensure future assignments.

The NORA dates for wintersession and spring 2015 are listed below.

Wintersession 2015

- NORA available: 9/26
- **NORA requests due: 10/29**
- Assignments posted: 11/10
- Accept/decline due: 12/3

Spring 2015

- NORA available: 9/26
- **NORA requests due: 10/29**
- Assignments posted: 12/2
- Accept/decline due: 12/17

Cha... cha... cha... changes

Sometimes faculty indicate dates and times on their NORA requests submitted in late October, but later discover that they are no longer available at those times.

In these cases, you should contact your department chair immediately to notify him or her of these changes. While we cannot guarantee that your new availabilities will be accommodated, you should at least notify your chair of any changes.

Certification requests

The deadline for fall certification requests is October 31.

When you are first hired at the college, your academic chair or area supervisor certifies you for a specific assignment(s) or course(s). After that, your chair may opt to certify you for other assignments or courses based on departmental needs and your professional training. These certifications should be put on file in the Office of Faculty and Professional Advancement.

More often, adjuncts make their own requests to be certified for additional assignments or courses. To do so, you should write a letter to your academic chair or area supervisor indicating the specific assignments/courses for which you’d like to be certified. Provide a rationale for each one, citing for example specific graduate coursework or relevant professional training.

An administrative committee determines certifications based on an analysis of college needs. This means that you may not be certified despite being qualified if the college has a sufficient supply of faculty in that area already.

The FA Retirement Workshop

Put more gold in
your golden years!



Are you ready to retire? Join us to learn what you need to do and consider before retirement. Topics include tips on financial planning, medical benefits, FA Benefit Fund coverage, NYSUT retiree services, and more! Workshop held on Friday, October 24, 9:00 a.m. to 12:30 p.m. in the Montauk Point Room, Babylon Student Center (Ammerman campus). Continental breakfast will be served. Please RSVP to anita@fascc.org.

Faculty Association 2014-15 Executive Council

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- **Kevin Peterman** — President
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- **Bernadette Garcia** — Humanities
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- **Chris Gherardi** — Guild, Retiree, PAs/ Specialists in Programmatic Areas
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- **Russell David** — Math
- **Adam Holtzer** — Nursing, Physical Education, Health Sciences
- **Maureen Sandford** — PAs/Specialists in Academic Skills Centers
- **Joan Cook** — PAs/Specialists in Instructional Labs
- **Doug Cody** — Science, Engineering, Auto
- **Mike Zartler** — Social Sciences

New York State United Teachers

- **Jonathan Rubin** — Labor Relations Specialist



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FA foursome helps raise funds for SCCC student scholarships



photo by Victoria Pendzick

Representing the FA at the 31st annual SCC Foundation Golf Classic are, from left, EC rep Dante Morelli (Communications, Ammerman), adjunct EC rep Doug Cody (Science, Engineering, and Technology), FA grievance officer Pete DiGregorio (ETU coordinator, Grant), and EC rep Matt Pappas (Astronomy, Ammerman). The event, which raises funds for student scholarships at the college, honored Noel DiGerolamo, president of the Suffolk County Police Benevolent Association, this year. It was held on Monday, August 25, at The Hamlet Golf and Country Club in Commack.