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VANGUARD

Official Newsletter of the Adjunct Faculty Association at Nassau Community College
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AFA SECURES NEW CONTRACT!

WE CARE
About Our Students,
Our Members,
Our College!

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AT NASSAU COMMUNITY COLLEGE

Adjunct Faculty Association

AT NASSAU COMMUNITY COLLEGE

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Adjunct Faculty Association
AT NASSAU COMMUNITY COLLEGE

Message from the President



Scott Stark

AFA Secures 9.27% in Compounded Raises While Preserving All Contractual Protections

On Monday, October 26, 2026, the Nassau County Legislature voted unanimously to approve the Adjunct Faculty Association's new three-year collective bargaining agreement. With that vote, the final step in the approval process was completed, and we can now celebrate a successful conclusion to our contract negotiations.

For our members, this agreement represents a significant financial accomplishment. Equally important, it demonstrates that the AFA can negotiate meaningful salary increases without surrendering the contractual rights and protections that have been established through decades of collective bargaining.

The financial terms of the agreement are straightforward:

- A **2.5% salary increase**, effective retroactively to September 1, 2026.
- An additional **3.0% increase**, effective September 1, 2027.
- An additional **3.5% increase**, effective September 1, 2028.

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Message from the President



Scott Stark

Because these increases are compounded, they represent a cumulative increase of approximately **9.27%** over the three-year agreement.

At a time when the cost of living continues to place financial pressure on working families, securing guaranteed increases over three consecutive years is especially meaningful. These raises provide our members with additional compensation and a measure of financial predictability.

But the value of this agreement cannot be measured solely by the percentage increases.

What We Protected Is Just as Important as What We Gained

One of the most important aspects of this settlement is that **every provision of our existing collective bargaining agreement remains unchanged.**

We secured these salary increases without making concessions in other areas of the contract. We did not trade away existing protections in exchange for additional compensation. This was particularly important with respect to seniority.

During negotiations, the administration approached the AFA with proposals that would have weakened our seniority provisions. Our response was unequivocal: we were not interested in discussing, much less negotiating away, any of the strength of those protections.

Seniority is not simply another provision in our contract. It is one of the fundamental principles upon which our union has built its strength. It provides important protections for adjunct faculty members who have dedicated years, and in many cases decades, of service to Nassau Community College.

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Message from the President



Scott Stark

Those protections were not handed to us. They were secured through the efforts of previous AFA leaders, negotiating teams, and members who understood their importance.

We have an obligation to protect what previous generations of adjunct faculty worked so hard to achieve.

It would have been easy to approach negotiations as a trade-off, accepting reductions in contractual protections in exchange for salary increases. That was not an approach we were willing to consider.

Our position was simple: **We wanted meaningful raises, and we intended to keep our contract intact.** That is precisely what we accomplished.

Strong Support from Our Membership

In September, **our members voted overwhelmingly to ratify the agreement.** That overwhelming approval was particularly gratifying because it demonstrated that the membership recognized both the financial value of the settlement and the importance of preserving our existing contractual protections.

A union's strength ultimately comes from its members. The AFA's ability to negotiate from a position of strength depends on the continued support and engagement of the adjunct faculty we represent. The ratification vote sent a clear message that our members supported the agreement and the priorities that guided our negotiations.

With the County Legislature's unanimous approval on October 26, the agreement has now completed the final stage of the approval process.

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Message from the President



Scott Stark

Implementation and Retroactive Compensation

The first salary increase of 2.5% is effective retroactively to September 1, 2026.

As a result, at least some, and possibly all, of the salary adjustment for the current semester will be paid retroactively, depending on when the increases are implemented.

Unfortunately, the legislative approval of a contract does not mean that the raises can immediately appear in our paychecks.

The County must complete the necessary changes to its payroll system before the new rates can be implemented. In previous contract cycles, this programming process has sometimes taken a considerable amount of time.

Although I recognize that members are eager to see the raises reflected in their paychecks, I do not want to speculate about an implementation date until reliable information becomes available.

The AFA will continue to monitor the process and keep members informed as we learn more about the timing of the increases and retroactive payments.

A Team Effort

I want to take this opportunity to recognize and thank **Garry Ouellette** and **Rich Erben**, who joined me as members of the AFA negotiating team.

Contract negotiations require preparation, careful analysis, patience, and a willingness

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Message from the President



Scott Stark

to stand firm on matters of principle. Garry and Rich brought all of those qualities to the table, and their contributions were invaluable throughout the process.

I have had the privilege of serving on the AFA negotiating team during four previous contract negotiations in my capacity as Vice President. This was my first contract negotiation as President.

While each negotiation brings its own challenges, that experience has reinforced my appreciation for the importance of maintaining a consistent approach to collective bargaining.

Our responsibility is not simply to obtain the largest possible salary increase in the next agreement. It is also to ensure that the contract we pass along to future AFA members is at least as strong as the one we inherited.

That philosophy guided our negotiating team throughout this process.

A Contract Worth Celebrating

With the final approval now secured, we can look back on this agreement with a genuine sense of accomplishment.

We achieved three consecutive annual salary increases totaling approximately 9.27% when compounded. We preserved every provision of our existing collective bargaining agreement. We successfully resisted efforts to weaken seniority. Our membership overwhelmingly approved the settlement, and the County Legislature has now unanimously endorsed it.

These are meaningful achievements, individually and collectively.

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Message from the President



Scott Stark

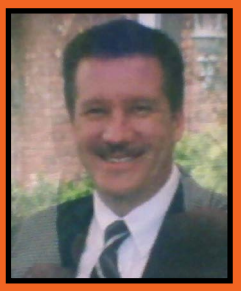
I am proud of what the AFA has accomplished and grateful for the opportunity to represent our members during this negotiation. Most importantly, I am pleased that we have secured an agreement that recognizes the contributions of Nassau Community College's adjunct faculty while preserving the contractual protections upon which our members depend.

A stronger financial future, without sacrificing the protections of the past. That is an agreement worth celebrating.

Scott Stark
President
Adjunct Faculty Association

Adjunct Faculty Association
AT NASSAU COMMUNITY COLLEGE

The Inside Scoop



Richard D. Erben

Why Membership in the AFA Matters

As officers of the Adjunct Faculty Association (AFA) at Nassau Community College, we know firsthand how important adjunct faculty are to the success of our college. Every semester, adjunct instructors bring their knowledge, experience, and dedication into the classroom. Our non-classroom members support the educational objectives of student learning. We teach, mentor, advise, and support our students while contributing to the academic mission of NCC.

That is why membership in the AFA matters.

A Stronger Voice

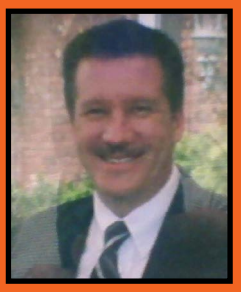
As individual adjunct faculty members, it can be difficult to have our concerns heard. As a collective organization, we have a much stronger voice. The AFA represents adjunct faculty in matters involving compensation, assignments, seniority, working conditions, and other issues affecting our professional lives. Our strength comes from our membership. The more adjunct faculty who participate, the stronger our ability to advocate for everyone.

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The Inside Scoop



Richard D. Erben

Knowing and Protecting Our Rights

Our collective bargaining agreement establishes important rights and protections for adjunct faculty. As AFA members, we have access to information about the contract, seniority, assignments, position openings, grievances, and other matters that affect our employment.

Knowing your rights is the first step toward protecting them. The AFA is here to help members understand those rights and ensure that the contract is respected.

Member Benefits

Membership also provides access to valuable benefits, including discounted group-rate dental, prescription drug, and vision plans for members and their immediate families. The AFA also provides members with access to a variety of resources through our member portal.

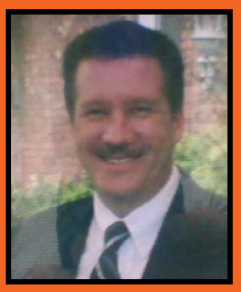
These benefits are an important part of what membership provides, but they are only one part of the picture.

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The Inside Scoop



Richard D. Erben

A Voice in the NCC Community

Adjunct faculty are an essential part of the NCC community, and our voices deserve to be represented. Through participation at various levels, the AFA works to ensure that adjunct perspectives are included in discussions affecting our college and our students.

Strength in Solidarity

Being an adjunct can sometimes feel isolating. We teach in different departments and at different times, but we share many of the same concerns and goals. The AFA gives us an opportunity to stand together.

Membership is more than paying dues. It is about having a voice, protecting your rights, supporting our colleagues, and strengthening the future of adjunct faculty at Nassau Community College.

Together, we are stronger—and together, we can make a difference.

Richard D. Erben
Chief Information Officer
Adjunct Faculty Association

AFA HOLIDAY PARTY 2026



AFA Grant Report

June 6, 2026
Dr. Carl B. Vinas
AFA Grants and Scholarships Committee
Nassau Community College

Dear Dr. Vinas:

Thank you to the Executive Board for the Adjunct Faculty Association grant that supported my attendance at the Northeast Association of Criminal Justice Sciences Annual Conference in Dewey Beach, Delaware.

I found the conference to be extremely valuable in building my skillset to teach our students. I participated in a restorative justice workshop that examined evidence-informed practices used in courts, corrections, probation, law enforcement, and schools. The session emphasized strategies to increase accountability, improve victim engagement, and strengthen community trust.

I also attended several presentations focused on the use of artificial intelligence in higher education and criminal justice instruction. These sessions explored how educators can responsibly integrate AI into the classroom while maintaining academic integrity and promoting critical thinking. In addition, I participated in discussions regarding experiential learning, innovative teaching strategies, victimization research, data-driven decision-making, and legal reforms within the criminal justice system.

The information gained from these presentations will directly benefit my students by allowing me to incorporate current research, emerging technologies, and innovative teaching methods into my courses. I also had the chance to network with criminal justice educators and practitioners from the Northeast.

I appreciate the support provided by the Adjunct Faculty Association and the Executive Board. I have attached the hotel receipts, toll receipts, certificate of completion, and the conference program.

Respectfully submitted,
Tara M. Comiskey, Esq.
Adjunct Assistant Professor
Criminal Justice