



Faculty Association Suffolk Community College Executive Council APPROVED MINUTES

Date: Thursday, February 12, 2026
Time: 3:45 pm
Location: via Zoom

1. Approval of Minutes from December 11, 2025, EC Meeting

- D. Morelli calls meeting to order at 3:46 p.m. Any corrections to December minutes? None.
 - ➔ Motion to approve December 11 minutes made by N. Edwards and seconded. Motion is approved 25/0/1.

2. Executive session

- ➔ Motion to enter executive session by N. Pestieau and seconded. Motion is approved 26/0/0.
- ➔ Motion to leave executive session by K. Ng Southard and seconded. Motion is approved 26/0/0.

Secretary's note: One EC rep entered meeting after this vote.

3. Budget item for outgoing grievance officer

- D. Morelli: When [K. McCoy concluded his term as grievance officer on December 31, 2025](#), we had four active grievances, and he's remained in meetings with grievance officer elect John Capurso, our NYSUT Labor Relations Specialist Damon Levinstien, and others. So Kevin is using his time, returning phone calls, sending emails, etc. We'd like to compensate him for his time and expertise at full professor rate at 1 credit (total \$2,285) plus his phone stipend from January through May. We take members' dues seriously but also take member grievances seriously. John is doing a terrific job but he still needs context and history. P. DiGregorio: We have a healthy reserve but it's unlikely we'd even need to go into reserves for this stipend.
 - ➔ Motion to compensate outgoing grievance officer K. McCoy \$2,285 plus spring 2026 monthly phone stipend for his continued work on behalf of the membership made by M. Sierra and seconded. Motion is approved 26/0/1.

4. Negotiations team

- *D. Morelli screenshares proposed negotiations team (see Appendix A) and asks for motion to approve.* Some members need to be set up with FA gmail accounts. If approved by the EC today, after emails are set up we will get started.

→ **Motion to approve proposed negotiations team as indicated in Appendix A made by L. Behnke and seconded. Motion is approved 26/0/1.**

5. EC Rep Issues

- There was a previous issue with an adjunct unsure about bringing forward a question/concern regarding a possible assignment seniority violation after additional classes were added to the spring schedule. The assistant chair fixed the misassignment, but is it the assistant chair's job to encourage adjuncts to advocate for themselves? — As noted in adjunct update in [every issue of The WORD](#), adjuncts should contact Adjunct Coordinator Kim Ng Southard because she can let them know right away. She has ways to check without their chair knowing who is asking. Also, FA Secretary Cynthia Eaton will email the group, because there's an EC rep vacancy in this constituency, to confirm that they can and should contact Kim and/or the EC reps who represent full-time members in their discipline.
- Can the 40% or two-class limit on distance education sections be addressed in negotiations so full-time faculty don't have to take assignments on a different campus? — We will ask negotiations team if they wish to address this during negotiations.
- Professional Development Day has shifted to become more of a requirement for counselors who used to be able to request permission to work on their campus. But it is clear that the day, like Instructional Faculty Planning Day in August, is geared more toward classroom faculty. The program is even labeled Academic Affairs Professional Development Day. Why are we counselors required to attend if it's not meant for us? — Professional development should be for all of our members, so we will pass on this question to administration.
- When will academic ranks be fixed for librarians and counselors on the website? Any status update? — In the past these processes were done manually but that's become too resource intensive, so admin is finding more automated ways to do these things. The online directory is now more automated, with pieces of information pulled directly from Banner, such as title and department. The problem arises with employees who hold multiple positions, e.g., a coordinator, librarian, or counselor who also holds academic rank. In the past, IT could manually add the rank but now it's automated so it'll say "librarian of library services." Admin is looking at ways to remedy the problem but doesn't yet have a good solution; we do need to clean this up. Dual roles are complex given the way the system pulls from the job record.
- Classroom faculty were transitioned from desktops to laptops; are we going to do the same for counselors? — Post-Covid they started with classroom faculty, then moved to Guild, and then admissions counselors were given priority because they go out to the high schools, etc. Once the current phase is finalized, the next phase will be assessed to see who will get the next round of laptops. No official dates have been set for when this will be rolled out.
- When there are vacation requests within a specific department or area that has different titles, such as counselor, specialist, and PA, is seniority preference given across the area regardless of title? or does it go by title? — It is by classification to make sure appropriate staffing is present, so the preference should go according to job title. It doesn't matter if a PA has 25 years and the counselor in the area has only three years. Any members with specific

questions about vacation time requests should be directed to the FA.

6. Officers Reports

Adjunct Coordinator Kim Ng Southard reports the following:

- I fielded a lot of assignment inquiries in January about cancelation, seniority, and bumping. If you're not familiar, go to the FA site and [read the entire bumping process document](#) for full context and understanding since there was a good deal of confusion this semester.
- I helped three members attain assignments as well as helped one member retain an assignment during the bumping process.
- I greeted newly hired adjuncts [at the adjunct orientation on January 22](#); I love to greet new hires, and this semester it was a great group of about 35 adjuncts.
- Courtney and I held two adjunct promotion workshops this week which went well. There were three adjunct faculty attending in person on Monday night and then more in the Zoom yesterday. Donna Krompinger from Adjunct Services helps by fielding a lot of questions.
- [Vector trainings](#) are not available to adjuncts until March 10, and the deadline is May 30.
- We had several meetings over wintersession break to address disciplinary and complaint issues for members and we're still working on those. One is an adjunct faculty member who has a degree in an accredited program but was denied an interview for a full-time line; we need to make sure the degree is respected.

Grievance Officer John Capurso reports the following:

- Thank you for your support for the motion regarding Kevin McCoy; his continued support of the union and me helps with the transition.
- We started 2026 with four active grievances, three of which are still active:
 - Two involve full-time faculty members who had improperly conducted observations, specifically the member not being given an opportunity to discuss the observation before the evaluation was written. One went to stage 2 (executive dean) but was denied so we are preparing it for stage 3. The second is at stage 3 (college president).
 - The third involves an adjunct being removed from the seniority list, which was denied at stage 3. We are preparing to move forward to stage 4 (Suffolk County Director of Labor Relations).
 - For the fourth, we achieved a successful resolution for a full-time faculty member, which resulted in the removal of an inappropriate counseling letter from their file.
- One new grievance is being prepared for stage 1 filing; this regards a qualified adjunct not being granted an interview for a full-time position as is their right per the contract.

Treasurer Pete DiGregorio reports the following:

- *P. DiGregorio reviews structure of treasurer reports for both December 2025 and January 2026.*
- We don't yet have Schedule D (report of all adjunct and full-time overload assignments) because there are so many different assignment types, such as late start.
- Full-time member numbers are higher than we thought: Currently we have 387, but three or four new full-time hires start next Tuesday which makes 391 full-time members. Getting more full-time lines is a win as a result of SUNY ReConnect as well as our political advocacy.

- Our adjunct and retiree numbers are on page 2 (adjunct line is still our fall numbers). There are 51 new adjuncts hired by the college so far this semester.
- Also processed some retirements and non-renewals over break, some tax and insurance documents and filings, and a Board of Elections filing.

Secretary Cynthia Eaton reports the following:

- Check out the [February issue of *The WORD*](#). You heard John mention issues with observations so his [Know Your Contract column is about observations and evaluations](#), Kim's got her usual [information-packed adjunct update](#), Courtney has an [article about promotions](#), and most importantly we encourage you to think about colleagues doing good things who deserve being [nominated for our annual FA Member Excellence Awards](#).
- Sabbatical letters were distributed. We have one successful applicant of the five forwarded to President Bonahue: It is Sharadha Sambasivan, who will be developing CURE labs for chemistry classes. Congratulations to Sharadha! Also, our committee is currently revising the scoring rubric, and I am working to bring on a new FA member.
- My [faculty development & retraining workshops](#) will be held on Tuesday, February 24, at 5 p.m. in the FA conference room and on Wednesday, February 25, at 12:30 p.m., on Zoom.
- There is a Distance Education Committee concern regarding the prior experience pathway; this pathway is available to incoming FA members but current dean is showing a pattern of refusing to grant prior experience certification which we find unfair to our members.
- I've also been fielding ADA compliance concerns: While the institution is telling everyone the federal rule is to achieve 100% compliance by April 24, please just do your absolute best and show a good faith effort to achieve that—get as close as you can get to 100%. I did the Deque University trainings in January and they're good. Do those and contact CTL for additional help.
- The FA organized a Professional Development Day workshop about student internships, which was a great success. Thanks go to John, Courtney, and our panel of faculty who presented alongside Suffolk County Comptroller John Kennedy and chief auditor Timothy Smith. We are told this is the first time in college history that an elected official presented alongside faculty at PDD. President Bonahue and Comptroller Kennedy stayed the entire time. Also, 18 participants signed up to participate in follow-up conversations and meetings.

Executive Vice President Courtney Brewer reports the following:

- End-of-course student experience surveys have been distributed, with separate emails for each class. This is a pilot so give us feedback; we already know about issues with phone access of surveys not being ideal. Admin will be doing them again for 15-week spring classes. Purpose is for professional development so let us know if the surveys are referenced during conversations about promotion, continuing appointment, personnel matters, etc. Questions?

All of my student criticisms were about buildings and rooms. What are the FA's plans to take these to admin? — Start by going to your chair and letting them know most of the feedback is about facilities and building conditions so they can report back to administration; they need to hear this directly from students.

The report design seems confusing; we'd prefer the raw numbers. — There's not a lot of flexibility in how data is represented due to the company they've contracted with. The survey

committee decided to send results as a pdf rather than a csv file, but we'll share this feedback.

Do we know the response rates across the college? [*Several EC reps report low response rates.*]
— We can ask about this, but because it's the first time and a pilot project with some unclear rollout, we expect better response rates this spring.

- Regarding promotions, we know members are waiting to hear decisions. Last year was such a large group they're still working on it; contractually admin has until March to get decisions out.
- The new round of promotions is beginning, and faculty who wish to apply should submit their cover letters. Our [workshops dates are in *The WORD*](#), both in person and on Zoom. Please have any adjunct or full-time members contact me or Kim so we can help them.

President Dante Morelli reports the following:

- It's budget season in New York State. I attended Higher Ed Advocacy Day in Albany along with President Bonahue, VP Munsch, AVP Vargas, Board of Trustees members, 27 students, and others. I saw Governor Hochul at a reception, told her how important SUNY ReConnect has been for us, and encouraged her to expand the program.
- We sponsored a Professional Development Day raffle to encourage donations for the three campus food pantries, a food drive run by the Office of Faculty and Professional Advancement. We're so happy that three large boxes were filled. Thank you to everyone who donated.
- We have some EC elections coming up. Please [read Cynthia's article in *The WORD*](#) and if you're on the list, watch for her call for nominations and respond by the deadline so she doesn't have to add your constituency to the vacancy elections in the fall. The nominations form is in the article. EC reps who are up for election this spring include:
 - a. Alex Nohai-Seaman
 - b. Marlene Kellner
 - c. Emily Lauer
 - d. Stephanie Taboada
 - e. Carl Corry
 - f. Mary Sierra
 - g. Josh Wolfson
 - h. Tara Fagan
 - i. Naomi Edwards
 - j. Ed Champ
 - k. Kailyn Giaccone
 - l. Cathy Bondi
 - m. Renee McClean
 - n. Brian DeMasi
 - o. Jen Champagne
- Also, in the next month, please think about members in your areas who are doing good work and nominate them for one of our FA Member Excellence Awards; [read Nic's article in *The WORD*](#) and the nomination forms are there too.

- As EC reps, you're all invited to two upcoming events so please put these on your calendars now:
 1. **Thursday, March 26** — New Member Social at [Miller's Ale House in Lake Grove](#) — This is to welcome new adjunct and full-time members and show appreciation to our new member mentors.
 2. **Friday, April 10** — FA Member Recognition and Celebration Luncheon at [Snapper Inn in Oakdale](#) — This is to celebrate this year's FA Member Excellence Award winners, our retirees, and all of you as leaders and activists.
- We thank Steve Clark for going above and beyond to make new FA hires welcome in his area; we appreciate it when Guild members do these kinds of things.
- I've been gathering information about immigrant rights, which affect our students as well as some of our members, and we'll share those in an upcoming issue of [The WORD](#).
- Please know that, while we cannot share details, some of our members are suffering in a significant way, e.g., due to serious medical issues or loss of loved ones. It's really hard right now so please keep this in mind and, if you can, offer a helping hand when colleagues need it.

7. Old business

- None at this time.

8. New business

- None at this time

9. Adjournment

- ➔ Motion to adjourn made by A. Darini and seconded. All in favor. Meeting adjourned 5:03 p.m.

Attendance: Members present on February 12, 2026

Officers

- [Dante Morelli](#), President
- [Courtney Brewer](#), Exec VP
- [Cynthia Eaton](#), Secretary
- [Pete DiGregorio](#), Treasurer
- [John Capurso](#), Grievance Officer
- [Kim Ng Southard](#), Adjunct Coordinator

EC Reps: Ammerman Full Time

- [Alex Nohai-Seaman](#): Accounting, Business Administration, Business Information Systems, Legal Studies, Music, Visual Arts, Theatre, Philosophy, Women's Studies
- [Sharadha Sambasivan](#): Biology, Physical Sciences
- [Carl Corry](#): Communication, Languages, Reading, TV/Radio/Film
- [Meghan DeMayo-Dalen](#): Counseling, Cooperative Ed
- [Stephanie Taboada](#): Engineering, Computer Science/Industrial Technology
- [Emily Lauer](#): English
- [Deb Provenzano](#): Library, Central
- [Alexander Atwood](#): Math
- [Marlene Kellner](#): Nursing, Health and Human Services, Physical Education
- [Christina Bosco](#): Social Sciences, Behavioral Sciences

EC Reps: Eastern Full Time

- [Mary Sierra](#): Library, Humanities, Counseling
- [Nic Pestieau](#): Science, Math, Social Science, Business, Nursing, Culinary, Physical Education

EC Reps: Grant Full Time

- [Eric Weinstein](#) — Business, HVAC, CIS, Technology, Social Sciences
- [Naomi Edwards](#) — Humanities
- [Tara Fagan](#) — Library, Counseling, Media
- [Anabel Darini](#) — Natural Sciences, Math
- [Josh Wolfson](#) — Nursing, Health Science, Physical Education, Vet Sci

EC Reps: PAs & Specialists Full Time

- [Lisa Behnke](#): Programmatic
- [Jonathan Sadowski](#): Instructional Labs
- [Ed Champ](#): Technical Areas/Instructional Centers

EC Reps: Collegewide Adjuncts

- [Brian DeMasi](#): Business, Accounting, Communications, Telecom, Criminal Justice
- vacant*: Counseling, Education, Freshman/College Seminar, and Professional Disciplines*
- [David Price](#): English
- vacant*: Foreign Languages, ESL, ASL, Reading, Library
- [Steve Clark](#): Guild
- [Dean Karahalıs](#): Humanities, Arts, Music, Philosophy
- vacant*: Math
- [Jennifer Champagne](#): Physical Education, Health Sciences
- vacant*: Nursing
- [Kailyn Giaccone](#): PAs/ Specialists in Skills Centers
- [Cathy Bondi](#): PAs/Specialists in Instructional Labs
- vacant*: PAs/Specialists in Programmatic Areas
- [Mary Griffin](#): Sciences
- [Renee McClean](#): Social Sciences

* Professional disciplines are those that offer A.A.S. degrees or are more vocationally focused including Engineering, Automotive, Drafting, HVAC, Electrical Technology, Culinary, Interior Design, Fire Science

Appendix A: FA Negotiations Team 2026

Discipline & Area	Representative	Discipline & Area	Representative
Chief Negotiator NYSUT LRS Executive Vice President	Dante Morelli dantem@fascc.org Damon Levenstien damon.levenstien@nysut.org Courtney Brewer courtneyb@fascc.org	Library	Deb Provenzano (A) deborahp@fascc.org Kevin McCoy (A) kevinmc@fascc.org Kerry Carlson (G) kerryc@fascc.org
Adjunct Faculty	David Price davidp@fascc.org Mary Griffin maryg@fascc.org Chris DiMenna chrisd@fascc.org Louis Bamonte louisb@fascc.org Robert Pertusati (G) robertp@fascc.org	Foreign Language, ESL, Sign Language, Music, Visual Arts, Philosophy, Reading, Humanities	Rich Lauria (A) richl@fascc.org Alex Nohai-Seaman (A) alexn@fascc.org
Biology, Chemistry, Earth & Space Science, Fire Science, Culinary Arts, Physics, Auto Tech, Engineering	Scott Gianelli (A) scottg@fascc.org Teresa Noto (A) teresan@fascc.org	Mathematics	Alex Atwood (A) alexa@fascc.org Nic Pestieau (E) nicp@fascc.org Anabel Darini (G) anabeld@fascc.org
Computer Science, Accounting, Bus. Admin, Bus. Law, Legal Studies, Office Technology	Tim McHeffey (E) tim@fascc.org Eric Weinstein (G) ericw@fascc.org John Capurso (A) johnc@fascc.org	Nursing, Health Careers, Nutrition, Chem Dependency, Early Childhood, Phys Ed, College Seminar	Marlene Kellner (A) marlenek@fascc.org Rich Norman (A) richn@fascc.org
Coordinators	Peter DiGregorio (G) peterd@fascc.org	Speech, Theatre, Radio & TV, Communication Studies	Carl Corry (A) carlcorry@fascc.org
Counselors	Meghan DeMayo-Dalen (A) meghand@fascc.org Dan Lauterman (E) danl@fascc.org Jared Dowd (G) jaredd@fascc.org Erica Amato (G) ericaa@fascc.org	Professional Assistants, Specialists	Lisa Behnke (A) lisab@fascc.org Donna Krompinger (A) donnak@fascc.org Ed Champ (A) edwardc@fascc.org Natalie Rice natalier@fascc.org
Economics, History, Political Science, Criminal Justice, Psychology, Geography, Anthropology, Sociology	Nick Giordano (A) nickg@fascc.org Jennifer Oksenhorn (G) jennifero@fascc.org Justin Turner (E) justint@fascc.org Dan Osborne dano@fascc.org	English	Filiz Turhan-Swenson (A) filizts@fascc.org Naomi Edwards (G) naomie@fascc.org Cynthia Eaton (E) cynthia@fascc.org Kim Ng Southard (A) kimn@fascc.org