

October 2023

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What is the AFA?

It's your union, protecting and fighting for the rights of all adjuncts covered under the bargaining agreement between the college and the AFA (anyone teaching at least six LHE's in any of the three previous terms).

Fall 2023 Payroll Dates

10/27, 11/9, 11/24, 12/8, 12/22

AFA dues are taken out of the 4th and 5th paychecks.

Oakton Board of Trustees Meetings

10/17, 11/14, and 12/12
in the D.P. Board Room

AFA Open Office Hours

On [Zoom](#) 11/9 & 12/7 4-5 p.m.

In **Skokie** A 213 Mondays 1-2

In **DP** 2166 Wednesdays 10-11
& Thursdays 9:30-10-30

AFA Board Meetings

On Fridays

Nov. 17; 10 - 11:30

Dec. 8; 10 – 11:30

Both on [Zoom](#)

Learning Day is Next Week: What Do You Need to Do?

Learning Day is coming up on Wednesday, October 25th, from 8 to 5 in Des Plaines, with the theme of "Advancing Racial Equity through Creating a Culture of Belonging and Connection." Classes at both campuses are canceled until 5 p.m.; evening classes will be held as usual. See the schedule and register [here](#).

What do you need to do? If you teach or have office hours during this time, you must attend during those hours; of course, you are welcome to attend the entire day.

Do you have to attend? If you normally teach during those hours, **yes**, you do. But it does count toward your Continued Eligibility requirements.

Can I attend on Zoom? No. All sessions are at the Des Plaines campus.

How do I get to the Des Plaines campus? If you need transportation from the Skokie Campus to the Des Plaines campus and back, please email learningday@oakton.edu with your request.

AFA Open House on Learning Day

Your union is hosting an open house on Learning Day, Oct. 25. If you have some free time between sessions, please drop by the Adjunct Faculty Lounge in Room 2162. There'll be snacks, some free giveaways and some good conversation with your colleagues.

Funds Available

Planning on attending a professional conference this year? Thinking a document imager would help you teach synchronous classes from home? According to our [contract](#) (see section 3.10), adjuncts are entitled to a reimbursement of \$375 per academic year. This can be used for professional development activities, including professional association memberships, conference expenses, and technology used to support teaching. Technology has a \$200 limit. You need to get approval from your dean beforehand; submit this [form](#) to your division office for approval. Additional funds are available if you want to do the training through [ION](#) in online teaching.

Mandated Training Again

To remain in compliance with the [State of Illinois Department Human Rights \(IDHR\) mandate](#) regarding the prevention of sexual harassment, **all** Oakton employees must complete the annual **Sexual Harassment Prevention** refresher training; it takes just less than half an hour.

In addition, we need to take the Mandated Reporter for Child Abuse and Neglect training, a training that is required every three years. This training is about 40-55 minutes long. When you are finished, complete the "CANTS 22 Acknowledgement of Mandated Reporter Status" form. Complete this form and send it to the Human Resources Department where it will be kept in your personnel file.

[Please click this link for detailed instructions on how to access the training modules.](#)

These two trainings must be completed by November 30, 2023. They are provided by Vector Solutions, which will keep your training record and evidence of completion. You can also download a certificate for your records. Do not send the certificates to HR or CPD; they have it already. The emails that you are receiving will stop when you finish the training.

In Michigan, Some Adjuncts Have Been Outsourced

In an effort to save costs, several community colleges in Michigan are using Edustaff, a Michigan based staffing firm that also places K-12 substitute teachers, for their adjuncts. Rather than being employees of the college, newly hired adjuncts will work for Edustaff; existing adjuncts can opt in or not.

What is the advantage for the colleges? The colleges say that they can offer better wages to their employees in an affordable way and that the colleges can also 'reduce its cost of delivering services to its learners...' How does it save money? The colleges can avoid paying into a Michigan retirement system for community college system employees; instead, the college is raising adjunct's pay by about 7%. In addition, as Edustaff employees, adjuncts receive a 401K and health benefits. Read more about it [here](#) and in [this article](#) from Inside Higher Ed.

Congratulations to These Adjunct Recognition Dinner Honorees!

5 Years of Service

Francisk Barar

David Cangelosi

Christine Crosby

Ogar Haji

Christian Han

Christopher Hirst

Barbara Joy

Jonathan Lawrence

Scott McLellan

Derek Pasnick

Jermaine Peart

Michael Sawyer

Samantha Solecki

Lee Stanton

Richard Stein

Alireza Tajfar

Maria Yermolina

10 Years of Service

Jennifer Ash

Laura Campbell

Charlie Cho

Sun Choi

Lynn Dykstra

Kevin Foy

Brian Franczyk

Mark Gershman

Steven Ko

Russell Kracke

Rondell Merrill

Alexa Muhly

Clare Pearson

Brooke Roche

Paul Simkus



15 Years of Service

Elena Barron
Evan Cantor
Michael Durso
Anil Lal
Ribhi Salhi
James Wills, Jr.

Ikram Bokhari
Thomas Clippert
Carol Fox
Eric Miller
Gerardo Salvacion
Louis Walker
Michelle Wray

Marc Buslik
Joanne Delaney
Esther Kim
Jude Nwosu
Mindi Schryer
Lisa Whitlock

20 Years of Service

Michael Boruch
Mohsen Ebrahimi

Steven Brody
Wade Jarrell
Mikhail Manilov

Jennifer Campbell
Nouel Kamber

25 Years of Service

Peter Chiodo
Kristian Harris
Paul Peterson

Randy Felsenthal
Frances Maglio-Jung

Nathan Harpaz
Teresa O'Sullivan
James Thorson

30 Years of Service

Joseph Foellmer
Stephen McNamara

Linda Karlen

David Kelly
Robert Serb

35 Years of Service

David Arieti
Alan Rosen

Congratulations