

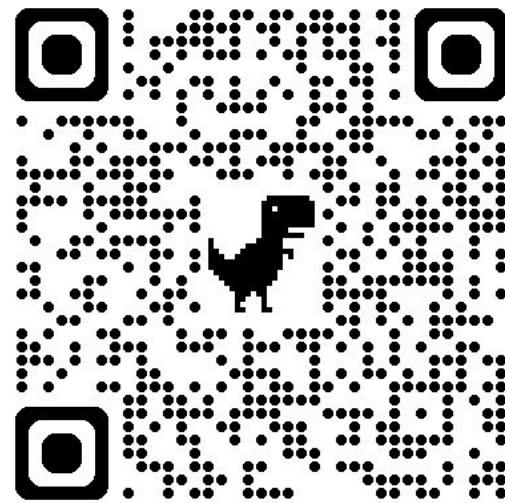
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## Are you an AFA member?

Illinois Education Association/  
National Education Association  
Affiliate



1. Teach at least 6LHEs
2. Complete a [Membership Form](#)
3. Dues deducted directly from your paycheck. (\$235/year)
4. Oaktonadjuncts.com



# How did we get here?

- Summer 2024:
  - Development of survey
  - Reading groups met, identifying potential issues in the current contract
  - Bargaining Team attended IEA bargaining training
- Fall 2024:
  - Survey sent out to all adjunct faculty
  - Bargaining Team attended more IEA training
  - IBB training for negotiation team members and alternates
- Spring/Summer 2025:
  - Negotiations began on January 24th (meeting every Friday 10am-2pm)
  - Language Committees/Housekeeping Committee/Finance Committee
  - Tentative agreement reached on Affinity Day on June 18th



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## Ratification Process (tentative timeline)

- Draft of the Contract to be shared with AFA Members as soon as possible.
- Ratification Ballots emailed to all members in early September.
- Oakton Board of Trustees approves Contract on Tuesday, September 16th.

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# Proposed AFA Contract 2025-2029 Highlights



AFA Fall 2025 Membership Meeting

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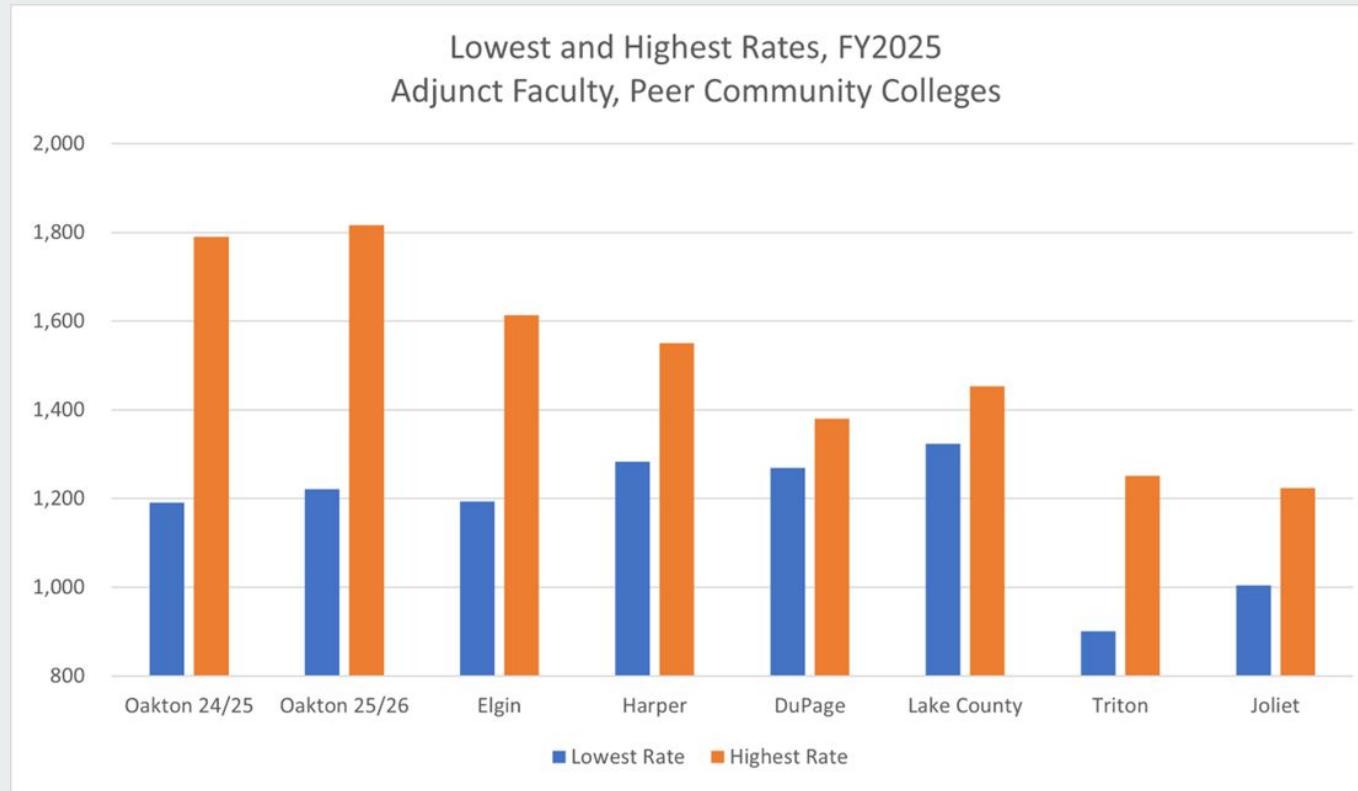
## Wages

- 5% average wage increase (Fall 24-Fall 25)
- 3.7% average subsequent raise per year
- Adjunct faculty on step 18:
  - 1.8% yearly raise (more than double the previous .8% increase)
  - One-time payment of \$1000



# 2025-2026 Wage Comparables

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## Benefits: Professional Development Funds



- Individual limit increases from \$375 to **\$750** per academic year, or \$1,500 every two academic years
- Total annual fund increase from \$58K to **\$75K** with option to ask for more as needed.
- Technology limit eliminated.



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## Benefits: Senior Lecturers\*

- \$750 healthcare offset payment per fall and spring semester (\$1,500 total per academic year) for the duration of the contract
- Choice of Oakton swag upon recognition

\*Senior Lecturers=

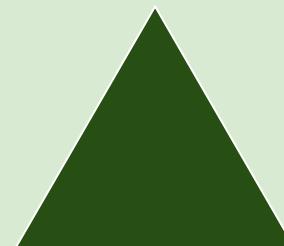
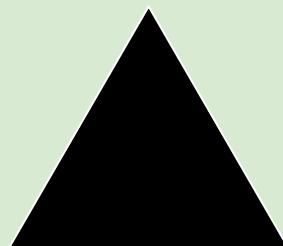
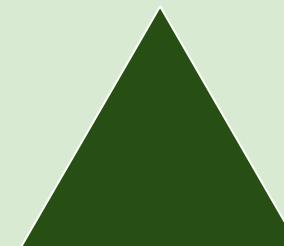
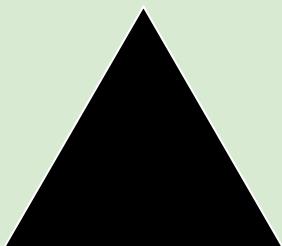
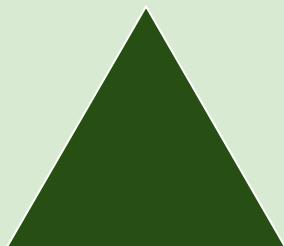
- 22+ semesters at Oakton
- Excellent teaching observations
- Completed Continued Eligibility
- Successfully complete application process



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## Changes to LHE Caps

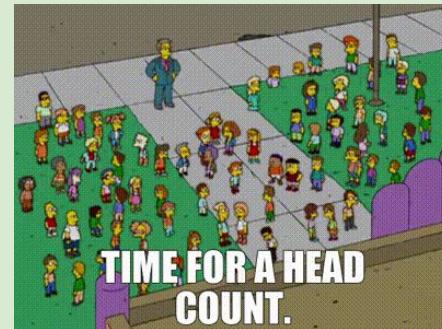
- Annual LHE cap increases from 27 to 31, with flexibility to 33
- Summer LHE cap increases to 12 (from 9)



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## Under-Enrolled Courses (Headcount)

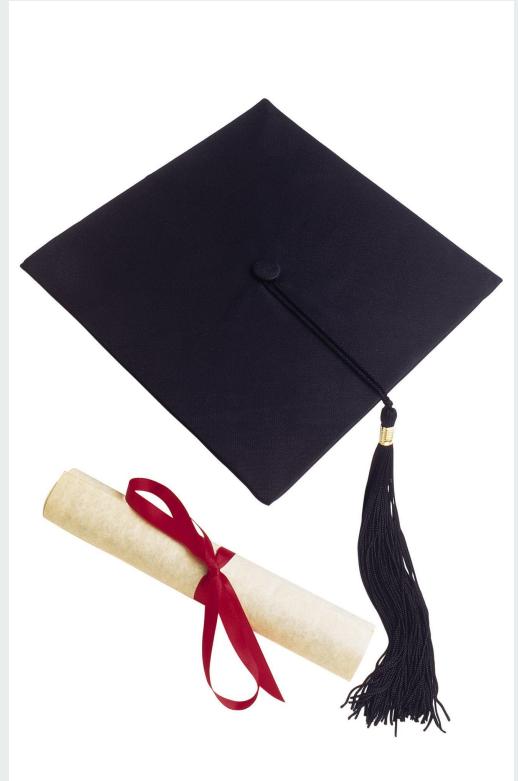
- Headcount courses are eliminated:
  - Faculty teaching course with fewer than ten students will receive full pay
  - Appeal process with option to teach at headcount if College opts to cancel an under enrolled class



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## Persistence Project

- \$1250 per semester for faculty who apply Persistence Project policies to one or two courses every fall and spring semester
- An application process will begin in Spring 2026



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## Faculty Engagement

- Increased compensation for Orientation Week participants from 0.048 to 0.08 LHEs for attending 3 hours of PD programs
- Voluntary Meeting Attendance Package (.25 LHEs):
  - Options expanded to include special academic program meetings, Board of Trustees meetings, open houses, and other approved activities.
  - Six meetings per semester required from the wider range of options.



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## Coaches and Tutors

- Contract language accurately details professional conduct and responsibilities for coaches and tutors
- Evaluation language of coaches and tutors more accurately aligns with professional responsibilities
- LHE increase for assistant coaches
- All adjunct faculty tutors paid at 37.5 clock hours per LHE rate



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## Changes to Pay Table B

- Former “Doctoral Pay” table broadened and renamed “Pay Table B”
- Pay Table B now includes all librarians
- New adjunct faculty in health careers and business and career training with five years of prior industry experience included in Pay Table B
- Adjunct faculty in health careers and business and career training employed at Oakton College prior to this contract, with five or more years of industry experience, can petition to be moved to Pay Table B



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## Questions?

