

January 2025

What is the AFA?

It's your union, protecting and fighting for the rights of all adjunct faculty members. We are affiliated with the Illinois Education Association, a state affiliate of the National Education Association.



Come to the AFA Spring

Membership Meeting Jan. 6 at 5

Please join your colleagues on Monday January 6 from 5:00 to 6:30 on [Zoom](#) for the AFA Membership Meeting. Meet the contract negotiating team, learn more about the Social Security Fairness Act and the effort to undo Tier 2 of SURS, the new

preference form, immigrant issues and LGBTQIA2+ resources at Oakton and what the AFA is doing. In addition, members will vote to approve the updated Association [bylaws](#).

SPRING 2025 Payroll Dates

1/31, 2/14, 2/28, 3/14, 3/28, 4/11, 4/25, 5/9/ 5/23

Dues taken from 4th and 5th paychecks (non-instructional pay is typically delayed)

Oakton Board of Trustees Mtgs

1/21, 2/18, 3/18, 4/22, 5/20 at 6 p.m. in the DP Board Room

AFA Board Meetings

Jan. 6 at 5:00 on [Zoom](#)
Jan. 10 at 10:00 on [Zoom](#)

AFA Open Office Hours

TBA

And did you know that **negotiations are starting for our new contract?** Our current contract between the AFA and Oakton College ends at the end of August this year. The AFA has been hard at work gathering information from you and gearing up for negotiations that start in January. Our negotiating team will be meeting in person with the negotiating team from the college using [Interest Based Bargaining](#).

During Orientation Week, there are two sessions especially pertinent to adjuncts: on **Monday Jan. 6, from 4-4:45**, AFA Vice President Mary Obernesser is giving a presentation on the new Incomplete form. In addition, there is a presentation on **Wednesday in DP from 1:30-3:00, Capture Your Ideas for High Impact and Student Success Grant Proposals**, In- person in Room 2153.

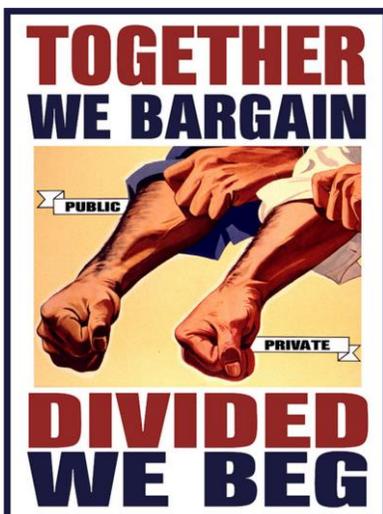
Learn more about writing a proposal for a project furthering student success that can earn you up to 2 LHE's.



**On Opening Day
Wear Red for Ed!**

The Social Security Fairness Act Passed and Signed!

Your calls and texts and letters bore fruit – the [Social Security Fairness Act passed](#) both houses of Congress; Pres. Biden has said that he will sign the legislation on January 6. This means that those of us who have paid into Social Security having worked outside the SURS system will get the full amount that we are due for Social Security and our SURS pension. This affects benefits payable for the months after December 2023.



There is another benefit. Under the previous GPO (Government Pension Offset), if you had worked within the SURS system, but your spouse had not, your survivors' benefit would have been reduced or eliminated. Under the Fairness Act, your survivors' benefits are restored.

Not an AFA Member Yet?

The more members that the AFA has, the more the college administration will pay attention to us [.Join now.](#)

Classes Are Around the Corner – What You Need to Know

My class isn't full yet. What are my options?

After the Wednesday (the former 'Shambles') before the start of class,

- if all your students withdraw, your class is cancelled. You will still get cancellation pay.
- if the headcount in your class goes up, you are paid for that higher number.
- If enrolment reaches 10, you are paid in full.
- If enrollment in your class is at 10, you get paid for 10 even if the number goes down.

You need to monitor your numbers. Take a screenshot or copy the class list to show those higher numbers.

In addition, *ask your dean or chair if you can be paid for a full class* instead of teaching on headcount. The full-timers got this in their last contract. ASK. The answer may be yes – but you have to ask.

My class has been canceled or reassigned. What happens now?

If your class load falls to under 6 LHE's AND you've taught 11+ semesters, the Dean will assign you other courses that were assigned to an adjunct with less seniority. Reassignment will be based on seniority. In addition, you must have taught the reassigned course at Oakton within the previous three years or have the Dean's approval.

I have put a lot of work into my shell in D2L and now my class is canceled. Can I keep the content I developed?

Yes, you will have 24 hours notice prior to the reassignment so that you can remove your material from the D2L course shell.

Can I get paid anything?

Yes. If you lost your course 3-10 calendar days before your course's start date, you'll get either a replacement course OR paid \$160 to compensate you for your time.

Opportunities for extra pay

For a full list of these opportunities and pay, see 9.4 in our [contract.](#)

Department and division meetings during the semester

You can earn .25 LHE for attending a minimum of 6 of 9 meetings: the orientation department meeting, 4 monthly department meetings, and 4 monthly division meetings. You need to commit to attendance at these meetings at the beginning of the term using this [form](#). You can attend either in person or remotely. If you don't attend the minimum number of meetings, you will not be able to be paid for meeting attendance the following semester.

Orientation Week sessions

You earn .048 LHE's for attending 3 hours of sessions held as professional development during Orientation Week. You need to register, attend the required sessions and complete [the form](#) by Feb. 1. This does not count the mandatory Orientation Week department meeting.

CPD is offering 4 seminars this term. Go to HR – CPD for the schedule.

For new faculty: New adjunct faculty have to attend the new faculty orientation which starts during Orientation Week and continues in both an asynchronous and synchronous format for the first 4 weeks of the term.

Have You Just Decided to Take a Free Course?

It is not too late to take a class for free this term. You can take up to 4 free classes during Spring or Fall term. Register for a class, fill out [this waiver](#) and send it to HR. Enjoy sitting on the other side of the desk. Remember, classes start Jan. 13.

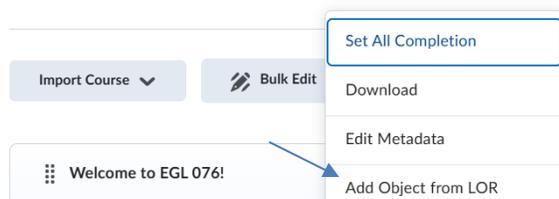
Did you travel between campuses for classes or meetings last term?

If you had to travel between campuses for either classes or department or division meetings on the same day, you can be reimbursed for your mileage. You need to fill out a [“blue voucher”](#) (for future reference, go to Administrative Affairs – Accounts Payable – Voucher Template) and submit it to your division office to be approved by your dean. Mileage reimbursement for calendar year 2024 was \$.67; the 2025 rate will be \$.70.

D2L Still a Mystery?

Check out the [Faculty D2L Academy!](#) It can help you navigate “the various resources associated with D2L, providing you with helpful tools, updates, tips, and support to enhance your teaching experience.” Here is [a video tour](#). I’d recommend going through the *What’s New* section and see what is available. In my writing courses, my students submit assignments in, well, Assignments, where I can add comments on their document itself, include a rubric, connect it to TurnItIn so see what might have been copied, and give it a grade which is linked to Grades – all of which the student can see. You can determine when it is “open,” when it is “closed,” and have the dates show in Calendar when the course is opened by a student. Play with it.

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Give Your Students Links to Student Services

You can include a link to Oakton student services: the library, ADRC, tutoring, TRIO, etc. in your D2L shell or syllabus. Go to [“Import Learner Support Module via LOR.”](#) You can find this in *Faculty D2L Academy “New.”* If you are as confused as I was, this is what they mean.

Mentors needed for Spring Term

Remember feeling lost when you first began teaching at Oakton? The *Adjunct Faculty Mentorship Program* is accepting applications for new mentors.

Do you love teaching? Are you familiar with Oakton College’s policies and its available resources for students and faculty? Do you enjoy collaborating with your Oakton colleagues? If so, please consider applying to serve as an adjunct faculty mentor.

The mentorship program pairs newly hired lecturers with experienced part-time faculty mentors to help new faculty acclimate to working at Oakton College. To be eligible, you must have at least four semesters of teaching experience at Oakton College, and you must be teaching during the semester you are mentoring. You should also have working knowledge of Oakton’s policies,

programs, technologies, and resources, and you should be comfortable sharing your knowledge with your mentee. New mentors will also complete a brief online training session prior to mentoring and will be compensated 0.15 LHE after completing 6 contact hours of work with their mentee.

For more information and for an adjunct faculty mentor application, please contact David Jakalski at jakalski@oakton.edu.

Undo Tier 2

Get out your phones on **Monday of Orientation Week** and make a call to your state legislator to get rid of SURS [Tier 2!](#)

A Good Read

The IEA Racial & Social Justice department of IEA is hosting a virtual book study. This year's choice is *Punished for Dreaming* by Dr. Bettina Love. Here will be five virtual sessions beginning January 22. You will be exploring "stories that shed light on the profound impact of systemic inequalities in education and discuss how we, as a community that supports excellence and equity in education, can help transform these insights into actionable change." Find out more and register [here](#). Our

Oakton Library has both a paper and on-line version of the book. Here is the link to the audio book: [Love, Bettina L., and Bettina L. Love. Punished for Dreaming : How School Reform Harms Black Children and How We Heal. Unabridged., Macmillan Audio, 2023.](#)

WE ARE ONE ILLINOIS **FIX TIER 2!**

CALL-IN DAY OF ACTION
MONDAY, JANUARY 6, 2025

On Monday, January 6, call **(938) 800-0430** and tell your state lawmaker to fix Tier 2 by passing the **Fair Retirement and Recruitment Act** during the Lame Duck session!

LEARN MORE AT WWW.FIXTIER2.COM
QUESTIONS? EMAIL WEAREONE@ILAFI-CIO.ORG



Brava, Sonia Cristoltean

Sonia has published a book about Arts and Culture; she is working on an English translation of the Romanian original. You can find it at <https://www.amazon.com/Nebunatici-Cumin%C8%9Bi-Cenaclul-Retro-Romanian/dp/B0BX28K4BJ>. Sonia is also a co-founder of "Cenaclul Retro", a Chicago area cultural artistic organization. Their mission is ... to bring the music and the poetry of their generation back to life along with new compositions, for the benefit of the entire Romanian community, as well as for all the admirers and fans of European and folk music culture."