

## October 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.

### **FALL 2025 Payroll Dates**

8/29, 9/12, 9/26, 10/10, 10/24, 11/7, 11/21, 12/5, 12/19

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

### **Oakton Board of Trustees Meetings**

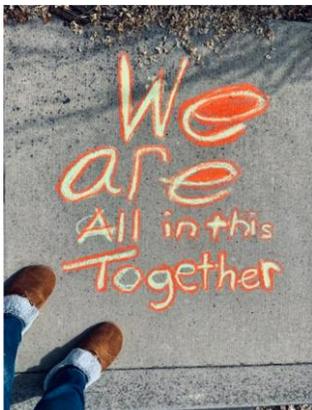
10/21, 11/18, 12/16  
at 6 in the DP Board Room

### **AFA Board Meetings**

1<sup>st</sup> Thursday of the month  
from 5 - 6:30 on Zoom.  
Next one: November 6

### **AFA Open Office Hours**

TBA



### **The New Contract**

Did you know that the Board of Trustees ratified our new contract *unanimously*. If you were there, you heard Mary Hope Griffin, president of AFA, stand before the board and make the statement that we adjunct faculty teach the majority of classes at Oakton, there is still [a huge difference in our pay compared to the full time faculty](#), despite the gains achieved in this new contract.

### **Important News**

#### **About Money**

- Longevity Bonus (\$1,000) for those in Step 18 will be paid in November.
- Healthcare Offset Payment for Senior Lecturers will also be paid in November.
- Starting in this pay period, the new contract rates are in effect in your pay.
- Retroactive pay for the first two months of this semester will be paid in late December when they can be more accurately calculated.

#### **Moving from Table A to Table B**

Faculty in the Business and Career Technologies Division and the Health Careers Division should have received an email from their respective deans with instructions on how to apply to be moved. Those [applications](#) are due on **October 31st**.

#### **Headcount Pay**

We are working with deans and division offices to implement the terms of our new contract in relation to whether courses should be paid on headcount. Please reach out to Phil Prale [pprale@oakton.edu](mailto:pprale@oakton.edu) with any questions or concerns.

#### **Spring Course Assignments**

Chairs should be communicating with you about spring semester assignments. If you submitted a preference form in a timely manner and have not heard from your chair by November 3rd, please let us know.

#### **Health Insurance Navigators**

Health Insurance Negotiators will be on campus and are open to work with adjunct faculty members. They will be on the

Skokie campus on Thursday, November 6<sup>th</sup>, from 12 to 1 pm CCID/HybridSession via <https://meet.google.com/ivn-prba-igo>, and on the Des Plaines campus on Thursday, Nov. 13, from 1 to 2 in the Student Center.

***Congratulations to These Adjunct Faculty*** on their length of service at Oakton.



***5 Years***

Shashank Atre	Carol Burns	Dana Cole	Karen Conway
Yasmin Cordero	Ava Dacka	Peter Goss	Geoffrey Greenberg
Jenny Gustavson	Mitchell Helfand	Narcis Motorga	Mark Olen
Rebecca Rosenblum	Brian Rust	Elizabeth Sanderson	Anthony Siriscevich
Drew Smith	Patrick Williams	Lynda Zenati	

***10 Years***

Mohammad Ahmed	Anthony Bertram	Thomas Byrne	Lincy Chandy
Cynthia Crampton	Caitlin Garvey	David Jakalski	William Jamieson
Ryan Kulefsky	Sammy Kumar	Sarah Moses	Shannon Sloan-Spice
Daniel Wirth	Wilson Ken Woo		

***15 Years***

Paa Adams	Denise Costello	Robin Dillow	Jason Fliess
Eduardo Frajman	Daniel Golden	Michelle Groves	Alex Koshy
Youngock Lee	Kristine Lefebber	Eileen Off	Sandip Patel
Soraya Salmasi	Sharon Swidler		

***20 Years***

Keiko Anno	Omana Ansel	Starlan Chiott	Barbara Cohen
Jennifer Dadivas-Hong	Toufic El Rassi	Deanna Ephraim	Rajendrakumar Gandhi
Vesna Jovanovic	Laurence Knapp	Kamilla Murashkina	Lawrence Tomczyk

***25 Years***

Dennis Polkow

***30 Years***

Luke Papademos      Teresa Parod

***35 Years***

Floyd Aylin      Randall Farmer

***Time for Another Mandated Training***

All college employees must finish an annual training module on how to keep sexual misconduct from happening. These trainings are mandated by the State of Illinois Department of Human Rights. A module that explains the Family Educational Rights and Privacy Act (FERPA) that protects the privacy of our students is also required annually.

The Sexual Harassment Prevention: Staff-to-Staff Refresher training is about 17 minutes.  
The FERPA: Confidentiality of Records training is also about 17 minutes.

You need to complete both trainings by Friday, **December 5, 2025**; you'll get weekly reminder emails until you have completed them. To access, using your web browser, go to the Vector LMS, Higher Education Edition website for Oakton College: <https://oakton-il.safecolleges.com/>