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Division 4

Beverly Stanis,  
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## AFA Office

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## Semi Annual AFA Union Dinner Meeting , a Great Success

October 2, the Union Membership gathered at Rizzio's Restaurant.

A great time was had by all. Thank you **Chet Kulis** and **Cheryl Brown** for the tasty Salad, Garlic Bread, Soft Drinks, Pizza Buffet and Cake. It was delicious.

Our guest Speaker Kathi Griffin, vice president of the Illinois Education Association (IEA) and Al Lorens, Secretary/Treasurer of the IEA spoke to us about Adjuncts in Higher Education and explained the benefits IEA provide to us.

## Updates in Brief . . .

- Tacoma teachers defy injunction and continue strike
- Tax court rules again that adjuncts are employees, not contractors
- More Wisconsin unions decide not to bother with recertification under the new, highly restrictive "Walker law". They choose to fight and represent their members without the "benefit" of official certification (as in the days before the CB laws)

## WHAT YOU CAN DO

You can post a message of support to striking teachers at the We Teach Tacoma Facebook page. For updates on the strike, visit the We Teach Tacoma website.

## Grievance Chair Notes

All preference forms are to be sent out by the Dean and/or Department Chairs no less than three months prior to the following semesters. You should have your form by the middle of October. The adjunct/part-timer has two weeks to fill out and return the sheet. Keep a copy and proof of return for your records.

Schram v. Commissioner TC Memo 2011-2012 reminds adjuncts that for income tax purposes we are employees and not *independent* contractors. This means that our business expenses are not deductible unless these expenses are in excess of 2% of adjusted gross income and our medical expenses are not deductible unless they exceed 7% of our adjusted gross income.

Time is of the essence for any complaint. Contact Beverly Stanis, if you think that you have been mistreated in any way.

Remember all emails on the Oakton server are the property of Oakton College and are not private.

Beverly Stanis AFA Grievance Chair and Acting Vice-President  
847-458-5609 bstanis@oakton.edu or  
besbus221@comcast.net

## Assist Accommodation

**Letters** are being presented by students who have gone through the steps

needed to receive this special help. We are mandated to honor these requests. The Accommodation Letter will list all accommodations which directly involve instructors, such as extended time testing, use of the Testing Center, enlarged materials, etc. Faculty should not provide any accommodations to students without the Accommodation Letter or provide any accommodations that are not specifically listed on the Letter.

Some students with disabilities have advocates whom they work with on academic or life skills outside of Oakton. Faculty is asked not to interact with the advocates personally.

Questions, contact the ASSIST office at ext. 1759.

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## Payroll

All paycheck and direct deposit information can be accessed through Self Service Banner, as well as detailed information on specific earnings such as WSAT Readings, Stipends, Substitute pay, to name a few.

Note, payment for late starts and modules will begin after the class has started.

### Instruction for Accessing Pay Information:

Go to **My Oakton** and Log In  
Click on **Employee Tab**

Double Click **Self Service Banner (SSB) Production**

On the Main Menu, Click on **Employee**

Under Employee, Click on **Faculty Load and Compensation**

## Oakton Strategic Plan for 2012-2017

In September the faculty participated in planning for the future of Oakton. Our president, Peg Lee appointed a Strategic Planning Committee to produce a plan to be presented at the March or April Board Meeting 2012.

Several important realities are fundamental to the plan:

- An ambitious \$68.5 million facilities Master Plan to build a new science/health careers building and extensively update and remodel the Des Plaines campus.
- Impending retirements of more than 20 full-time faculty in the next two years (who will join 13 colleagues who retired in the last few years) and hiring some 18 new full-time faculty for 2012-13 alone.
- A renewed commitment to student success, exemplified by the appointment of a Student Success Working Group, revised orientation for traditional-aged new students, and revamped student services to provide more coordinated, accessible assistance.
- Dramatic growth in online course enrollments.

Strategic planning necessitates vision tempered by realism; the willingness to set priorities while recognizing not all competing interests will be satisfied; and the courage to set goals without being locked into numbers alone or stipulating the means to achieve the goals.

We are lucky to have a fine committee to achieve our goals.

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## AFA History . . .

In **1983**, Oakton Community College had 150 full-time and 375 part-time faculty members; 40% of the classes were taught by part-time faculty.

In **June 1984**, a petition was filed with the Illinois Labor Relations Board to organize the Adjunct Faculty Association, but the definition of the unit was challenged....

In **December of 1984**, the AFA was established - the first union for Part-Time faculty at a community college in Illinois. The first officers elected were Jim Androff, President, Karen Beck, Vice-President, Lorraine Murray, Secretary, and Barbara Dayton, Treasurer.

In **1985**, the AFA voted to be affiliated with the IEA. In 1987 the first contract ever negotiated in Illinois between a community college and a part-time faculty association was ratified!

The gains of the first two-year contract (**1985-1987**) included a salary schedule based on years of service. The schedule was limited to only six steps, but it provided a small salary increase - \$20 to \$30 per credit hour - each year for part-time teachers.

**Visit Our Website:**  
[www.oaktonafa.org](http://www.oaktonafa.org)  
for more information