



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER**

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Harper adjuncts,

I can only hope that this semester is much different than the last four. I am so ready to get back on campus and interact with students again. As you will read below, based on HCAFA's efforts you will earn a 4% increase in pay this academic year. Yes, this is on top of the 4.25% increase that we negotiated early this year. Although the college enrollment is up slightly it is apparent to me that some of you may have lost some classes over the last week. If this is the case, I encourage you to reach out to your department chair to see if they can add a later start 12- or 8-week class(es).

Let me close by thanking each of you for all the efforts on behalf of the college and most importantly your students. It has been a difficult last two years. Have a fantastic semester!

Robert Allare
President – HCAFA
roballare@comcast.net

Raise in pay for 2022-23

In the last contract negotiation with the college, a raise in pay was agreed upon for the upcoming academic year of 2022-23. A four percent raise will be given to all adjuncts per credit hour. The changes can be seen in the tables below.

Adjunct Faculty Pay Schedule
For Fall 2022 thru Summer 2023

Classroom Instruction Pay Schedule

Code	Total # of credit hours earned at Harper	Contact hour rate of pay			
		Master's degree or equivalent	Level II	Master's degree +60 or Doctorate	Level II
		1	A	2	B
V	0-64	\$1,172	\$1,230	\$1,185	\$1,244
W	65-129	\$1,223	\$1,284	\$1,234	\$1,296
X	130-194	\$1,272	\$1,335	\$1,285	\$1,350
Y	195-259	\$1,322	\$1,388	\$1,334	\$1,401
Z	260+	\$1,335	\$1,402	\$1,349	\$1,416

4.0% over FY21/22 Rates

Adjunct Counselors/Librarians

Code	Semester s at Harper	Hourly Rate (1)	Level II (2)
L	0-6	\$49.32	\$51.78
M	7-10	\$51.37	\$53.93
N	11-16	\$53.65	\$56.34
O	17-21	\$55.81	\$58.59
P	22+	\$56.07	\$58.87

4.0% over FY21/22 Rates

RECENT ISSUES

Enrollment data

Enrollments are better than usual (by .04%) but relatively flat overall. This is at least better news than in previous years where enrollments were down five or more percent across the college. Students have been registering later than usual so cut off dates have been fluid for low-enrollment classes, as Robert Allare indicated. Don't be afraid to reach out to department chairs with interest over new classes that might become available such as 8-week courses. In data relayed to us from the college, we have seen the biggest increase with adult learners in 8-week classes alone.

Visit HCAFA open houses this fall!

Once a month, HCAFA will be hosting a meet and greet on campus this fall semester strictly for adjuncts. HCAFA executive team members will be there to provide free coffee and lunch either at Starbucks or Subway, hand out pertinent information, along with making themselves available for any questions that you might have for them. HCAFA future open houses will be detailed in future newsletters and emails.



Secretary's Corner with Steven Titus

Pushing for greater engagement with Starfish program

As teachers, we have the most significant impact of on a student's academic success. Yet, we are not the only service on campus that can help align and assist students. From Harper Hawks Care to the Tutoring Center, many of you already encourage your classes to look into utilizing any form of student outreach. One that I have also found successful is the Starfish Program. I would encourage every adjunct to utilize Starfish to the fully capacity in the Online Portal early and often in the fall semester. Academic Advisors engage with students to keep them informed with missing work and perhaps also let them know we are proud of their work or development. A little goes a long way to encourage students to show how much we care about their overall achievements. Attached to this newsletter is new information about updates with the Starfish program that will help each of us utilize the service easier.

Problem? HCAFA is here to help!

WHAT ARE MY WEINGARTEN RIGHTS?

If you are ever in a situation that you believe could lead to any kind of disciplinary action, you have the right to have a union representative with you.

In a situation like that, to protect yourself, say, “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at the meeting. Without representation, I choose not to answer any questions.” Under no circumstances should you lose your cool or walk out of the meeting.

Www.harperadjuncts.org, the HCAFA website, has an in-depth explanation of these very important rights. Go to our site and click on “union representation” under the “documents” tab.

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