



# The Sentinel

Voice of the ECC Faculty Association  
Local 3791/IFT [www.eccfaculty.org](http://www.eccfaculty.org)  
December 2007

In this issue (CTRL+Click to follow link):

- [Kocher Explains Reimbursement, Sick Leave](#)
- [Grievance Committee on Evaluations](#)
- [Library Announces New Additions](#)
- [Sentinel Backpage](#)

## From the President



It seems like an eternity ago . . . Last December we were still negotiating with the Board, and our contract was about to expire. We ended the semester with less than a positive outlook. So much has occurred at ECC during the past 12 months. Dr. Sam arrived on campus in February, our contract was settled in March, and we have seen exiting as well as hiring of several employees. The atmosphere at the College

seems to have made a 180-degree turn from last December.

Within the next 12 months, search committees will continue to be extremely busy. In addition the Biology and Reading searches, four new faculty positions (ESL, MTH, MUS, and RAD) are being added. Replacement faculty will be hired in CAD, AUT, IMT, PSY, ENG, NUR, WEL, CUL (2), ACC, and LIB (2). One reallocated faculty position will go to the library with a distance learning focus.

Besides faculty searches, several key administrative openings need to be filled: Director of Campus Safety, Director of Public Relations, Associate Dean of CABS, Associate Director of Human Resources, Assistant to the Managing Director of Communication, Associate Dean Library, Manager of Employee Benefits, and System Security Analyst.

Language in our current contract provides compensation for service on committees by unit adjunct members. Not only do our unit adjuncts provide valuable subject matter knowledge on searches, they help relieve many of our already committee-burdened full-time faculty.

Please remember that administrators **should not** contact you directly regarding service on any committee. Our contract language states that administration may determine *how many* but not *who* will serve. If an administrator discusses committee service with you, ask them to contact the ECCFA President. The Association has **ten school days** to fill the committee assignment, obtain Faculty Senate approval, and notify the administration.

At the Holiday Breakfast Thursday, two of our faculty members were honored as they retire. Barb Backley, Professor of Biology, has taught at ECC for 17 years. Don Tuttle, UAF in Astronomy, has been teaching at ECC for over 40 years!! Congratulations and best wishes to both Barb and Don.

As we end another semester, thanks to all of you for the difference you make in the lives of our students, and thank you for your support of the ECCFA. Remember to join us at the End-of-Semester Party on Friday, December 14, starting at 4 p.m., at the ClubHouse in South Elgin.

Merry Christmas, Meilleurs Vœux, Felices Fiestas, Feliz Navidad—whatever way you say it, have a safe and happy holiday! See you in January.

In unity,

Linda

## **UAF1 Corner**

### **Dan Kocher**

In this issue of the Sentinel I would like to discuss two provisions negotiated on your behalf earlier this year. In addition to the pay increases we all received as part of the new contract, UAF1s now have an opportunity to take advantage of two new benefits --Tuition Reimbursement and Sick Leave.

#### **Tuition Reimbursement**

Reimbursement is available if you, your spouse, or your child age 25 or younger takes credit courses at ECC. Reimbursement takes place after the class has been completed and will occur only if the student received a grade of "C" or better (a copy of the ECC grade report is required). The college will reimburse the tuition for classes taken at the rate of one credit hour of reimbursement for each credit hour taught by the UAF 1 member since August 2005. The Tuition Reimbursement Request form available in the HR area of eNet at:

<http://enet.elgin.edu/uploadedFiles/Tuition%20Reimbursement%20Form.doc>. It is used to initiate the reimbursement process.

#### **Sick Leave**

In the old days if an UAF1s became sick, had to attend an out-of-town business meeting, or had some sort of home emergency that prevented them from teaching their classes, their paychecks would be docked for the time missed. Under the new contract, we now can avail ourselves of the Sick Leave provision of the agreement.

If you teach one class during the semester, you earn a credit for one day of Sick Leave. Teach two or more classes and you receive credit for two days of Sick Leave that semester. You may not earn more than two days of Sick Leave credit per semester no matter how many classes you teach. Your Sick Leave accrues. For example, if you taught one class in during the Spring '07 semester and two classes during the Fall '07 semester you have earned credit for three days of Sick Leave. Teach one class next semester and you will have earned a total of four days credit. However, regardless of the number of days earned, you normally may not take more than two days of Sick Leave during a given semester.

Of course Sick Leave may be used when you are sick or injured, but it may also be used in case of a family medical emergency or the death of a family member. Family includes your spouse, children, grandchildren, parents and grandparents.

You may also use your Sick Leave days in order to attend personal or professional meetings. Written notice of your intent to use Sick Leave for this purpose should be submitted to your dean/supervisor or designee at least 72 hours in advance, except in emergency situations where the information should be given orally and then promptly confirmed in writing thereafter. There is a Faculty Absence Form used to request Sick Leave days available in the HR area of eNet at: <http://enet.elgin.edu/uploadedFiles/Faculty%20Absence%20Form.doc>. This form is used to notify payroll. To learn more about the

ECCFA and our collective bargaining agreement, I invite you to visit our website at: <http://www.eccfaculty.org>.

In Unity,

Dan Kocher  
ECCFA 3<sup>rd</sup> Vice President &  
UAF 1 Senator

## Good Grievance

By now, you all should have received Student Evaluation of Instruction Packets for each of your classes. If not, you should contact Elaine Reid's office SRC 216, X-7934.

According to new contract language in Article IV Section 4.21 and Article VIII Section 8.6, fulltime tenured and UA2 faculty are all required to have Student Evaluations of Instruction forms completed by all of our students every semester. There was no change regarding student evaluations in the tenure process. If you are UA1 faculty, there is no change to the procedure you have been following.

The instruction page in each packet indicates that the student evaluations should be completed and returned to IR two (2) weeks before the semester ends. This is not required. You may have your students complete these evaluations any time before the class ends—up to and including the last day.

If you have any questions or need more information, first, consult your contract (available on our website <http://www.eccfaculty.org> or contact your senator or one of the officers of the ECCFA. And, of course, we are all here to help in any way we can!

ECCFA Grievance Committee:  
Sarah Dye, Co-chair,  
Susan Ford, Co-chair  
Karen Friedberg  
Linda McEwan  
Roger Ramey  
Howard Russo

## ECC Library Announces New Additions

Check the library liaison wiki to see what the library has added this semester: <http://ecclibraryliaison.pbwiki.com>. You can search by department by clicking on the "SIDEBAR" tab in the box at the top left of the main page.

Let us know if there are things we should add to our collection for your students. Now is the time to ask, before we run out of money.

Tell us if you would like to collaborate with the librarians to create a Library Research Guide for your class assignments. See samples at: <http://eccresearchguides.pbwiki.com/>

# Sentinel Back Page

## Information for ECCFA Members

### ECCFA Officers

Linda Hefferin, President  
 Rick Green, First Vice-President  
 Sue Ford, Second Vice-President  
 Dan Kocher, Third Vice-President  
 Linda McEwan, Treasurer  
 Mary Arndt, Secretary

William Demaree, *Sentinel* Editor  
 Armando Trejo, Webmaster

### ECCFA Senators

#### BUS/TECH

Rick Green  
 Clark Hallpike  
 Roger Ramey

#### CABS

Tim Anderson  
 Dennis Lynch  
 Rachael Tecza

#### LR/CON

Linda McEwan

#### LVPA

Robert Harmon  
 Howard Russo

#### MSEH

Mary Arndt  
 Elizabeth Becker  
 Daniel Kernler

#### UAF

Rick Bonnom  
 Sue Ford  
 Crystal Kerwin  
 Ron Kowalczyk  
 Marcia Luptak  
 Chris Newman

Mary Peterhans  
 Cathy Tomasik

#### UAF1

Beverly Augustine  
 Dan Kocher  
 Steve Lipinski  
 Michael Walschot

### Senate Meeting Dates, 2007-2008

#### Spring 2008

- ⊙ 16 January
- ⊙ 30 January
- ⊙ 13 February
- ⊙ 27 February
- ⊙ 12 March
- ⊙ 2 April
- ⊙ 16 April
- ⊙ 30 April
- ⊙ 14 May

All meetings are at 3:00 p.m. in ICT 201.

### Sentinel Dates 2007-2008

Submissions Due Dates	Publication Due Dates
Wednesday, 13 February 2008	Friday, 15 February 2008
Wednesday, 12 March 2008	Friday, 14 March 2008
Friday, 11 April 2008	Tuesday, 15 April 2008
Friday, 9 May 2008	Monday, 12 May 2008 (Classes End 14 May)