

October 2025



ECCFA NEWS

The Sentinel: Elgin Community College Faculty Association Newsletter

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Keep in Touch with ECCFA

 [Facebook.com/ECCFaculty](https://www.facebook.com/ECCFaculty)

 www.eccfaculty.org 

Thank you to everyone who has contributed to the Sentinel already this year. If there is something you would like to add for next issue, please contact the Sentinel Editor [Deyana Matt](#)

ECCFA President's Message

 When I opened Google Docs to start writing this letter, I couldn't believe that my last message was only a month ago. It feels like we're in a different world now. I had a couple paragraphs written about all that has changed since then, with incidents both on campus and around the country, but I feel like this letter needs to focus on the task we have at hand here at ECC.

Contract negotiations have started. Kim Tarver, our Chief Negotiator, led us through our first session with the Board team on Friday, 9/26. We set our schedule, and we'll be meeting roughly every week until we reach a fair contract.

Representing 330+ members while negotiating a contract is a daunting task, but your team is prepared. Many went to Union Leadership Institute training offered by IFT this past summer, while others have served on previous contract negotiation teams. We've been meeting regularly, with lots of thoughtful discussions as we pare down our goals to what we feel are priorities from the survey responses you shared, with many hours spent researching and crafting language as a team.

As the process plays out over the coming months, we'll do our best to share with you where we are, but due to the nature of negotiations, we won't be sharing specific proposals from either side. That level of detail won't come out until we present our tentative agreement to the membership.

If you haven't already, be sure to join our Discord server - it will be the only platform where we'll be sharing information. Email Lauren Sullivan at her personal email at lsullivan20@gmail.com from your personal email and she will get you a link to sign up.

We can only be successful as a unit, which means we need support from all of you. Please look for opportunities to support your team as negotiations progress through the semester. And let your team know you're behind them whenever you have a chance!

If you have any questions or really anything ECCFA related, please reach out to me at dkernler@elgin.edu.

In Unity, Dan Kernler
Prof. of Mathematics - President, ECCFA, IFT Local #3791



ECCFA Lane Movement



What are Lanes?

Steps are awarded for years of service.
Lanes are awarded for activities: coursework, conferences, and more.

Is it worth it?

Moving one lane is a **3.5% raise** that you keep for the rest of your career.
Moving a lane per year early in your career pays off immediately **and** in the long term. Yes, it's worth it.

What if I retire soon?

Moving a lane also affects your SURS payments, which are based on salary.
Lane movement pays for the rest of your life.

What do I do?



Take a summer course!
Get your graduate course or degree program preapproved. Being a student is fun, and easier than you remember.



Go to a conference!
Travel using Professional Development funds, and get **alternative lane credit** for presenting or just attending!

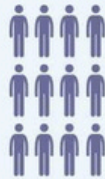


Or...
Complete a certification, present a publication, compose music, do field research, join an exchange program: all count for **alternative lane movement**.

Does anyone really do this?

118 ECC Faculty achieved the maximum lane.

The 80 full-time faculty in Lane X and 38 adjunct faculty in Lane IV make significantly more money than those in Lane I.



Join them!
You can move a lane every year! Start now.

How do I start?



Ask your colleagues!
Most of your department is taking advantage of lane movement. Someone near you knows how to do it efficiently.

More Information

The Faculty Development Handbook at eccfaculty.org has all the details. You can also ask your senator, or your division's representative on the Faculty Development committee! Reach out! You deserve more money!

AFT Member Benefits

Remember that your membership, through ECCFA, in the American Federation of Teachers brings some perks. These include discounts on: Car rentals, hotels, credit cards, identity theft, insurance, dental care, magazines, office supplies, and a lot more [Click here](#) to see the full list of AFT Benefits!



News from the Sick Bank Committee

The annual Sick Bank donation drive has come to a close. We are grateful to report that 113 days have been generously donated by our faculty members. This is a 13% increase in donations from last year and a testament to how much we truly value equity as a faculty community. Thank you, all!

Members of the Sick Bank Committee are: Amanda Hirsh, Deyana Matt, Kathleen DeMars, Catherine Moushon, Ryan Kerr, Renae Ziwick, Susan Robinson, and Roda Ryan.

If you have any questions, feel free to contact [Kathleen DeMars](#)

Negotiations Update

Negotiations are underway and our team is working hard to fight for you! If you'd like updates about how things are going, to be notified about T-Shirt days or other actions and



events, and to show solidarity with the team, please email Communications Liaison Lauren Sullivan at lcsullivan20@gmail.com with your personal email and she will send you the invite to the ECCFA Communications Discord. This is members only and is the only place with this information, so join today to be in-the-know!

Who's on the 2025 Negotiations Team?

Kimberly Tarver (Lead Negotiator):

Professor II of Physical Therapist Assistant



Dan Kernler (ECCFA President):

Professor II of Mathematics

Lisa Del Giudice (ECCFA 2nd VP):

ABE Unit Adjunct Faculty

Diane Flahaven (ECCFA 3rd VP):

Math Unit Adjunct Faculty



Lauren Sullivan (Communications Liaison):

Unit Adjunct II Librarian

Tina Ballard:

Professor II of English



Roxie Bell:

Biology Unit Adjunct Faculty

Javier Coronado-Aliegro:

Professor II of Spanish



Patrick Gordon:

Professor II of Business



Beth Hultman:

Instructor/Public Services Librarian

Dana Kurpius:

Professor II of Biology

Luis Martinez:

Professor II of Biology



Faculty Development

Faculty Development has set the FY 26 amount for UAF to \$3500! For more information, please visit <https://my.elgin.edu/spaces/tisd/forms/> or the Faculty Handbook at eccfaculty.org