

THE

SPIRIT

OF

'76

*50 Years Strong
1966-2016*

The Newspaper of Local 1776
The Association of Catholic Teachers

1700 SANSOM STREET - SUITE 903 - PHILADELPHIA, PA 19103 - 215-568-4175 - VOLUME XXXIX-NO.3
Fax 215-568-8270 - email (act@act1776.com) - website (www.act1776.com) **NOV-DEC 2018**



From the President's Desk

A PRESENT FOR CHRISTMAS

On January 3, 2018, the Association filed a grievance citing the System for violating three areas of the Labor-Management Agreement when it instructed the principals to issue "letters of written reprimand" to all teachers who had not attended the Professional Development Days on December 13 or 14, 2017.

The Association argued that there was not just cause for a written reprimand. There also was disparate treatment- some teachers got the letters, others didn't. The third argument was that the language of the contract says that a letter "may" be placed in the file, not must be placed in the file.

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The grievance was moved to the Superintendent's Level of the Grievance Procedure where it was heard on November 20. On December 4, the hearer of the grievance rendered a decision that was emailed to the Association and the System. The hearer upheld the Association's grievance. He ruled that the letters of reprimand should be removed from the teachers' files.

Decision

The System did have the right to tell schools to place letters in absent teachers files based on Article 9, Section 4 of the collective bargaining agreement but did not have the right to place letters of reprimand based on this same language. In addition, the question of preferential treatment as noted in Article 3, Section 1 does come into question, as there appears to be an inconsistency to the placement of letters in teacher's files.

Therefore, it is best to remove the letters of reprimand from teacher's files and moving forward remind teachers that the language of Article 9, Section 4 clearly states that they may receive letters if they are absent or use a personal day on an in-service day.

The Association thanks all the teachers who received letters for their patience. It took some time (almost a year to the day of the December 2017 Professional Development Days), but justice did prevail.

We are asking any teacher who received a letter of reprimand when he/she did not attend the December 13 or 14, 2017 Professional Development Day, to check their Personnel File to make sure that the letter has been removed.

Merry Christmas to all.

Rita

EXECUTIVE BOARD ELECTION

The Executive Board Election results have been sent to all members and posted in the schools. Our Congratulations to the winners and a thank you to all who placed their names in nomination.

Thank you also to the members of the Nominations and Elections Committee. They were, certainly, kept busy during the campaign and spent a number of hours on November 27 checking signatures, opening envelopes, counting ballots and certifying the election.

Thanks to John Zoccola and Joe Schuler, retired ACT members, who served as consultants to the Nominations and Elections Committee. Thank you to ACT counsel, Martin Milz, who was on call during the campaign and was present for the count.

A big thank-you goes to Ginny Crowther, our Office Manager. She worked very hard to ensure that everything dealing with the election was handled properly.

Seniority Lists Posted

Article V, Section 1a states “On or before October 31 of each school year, the Secondary School System shall supply to the Association and shall post in individual schools a complete listing of all teachers in the Secondary School System including those on approved leaves of absence arranged according to system seniority and school seniority.”

“Teachers shall have until December 15 to call attention in writing to errors or file grievances with the local school administration concerning their positions on the seniority roster.”

ASSOCIATION OF CATHOLIC TEACHERS EXECUTIVE BOARD ELECTION RESULTS

PRESIDENT	EDWARD MORRIS	202	Votes
	RITA C. SCHWARTZ	267*	Votes
VICE PRESIDENT	GLEN GALEONE	197	Votes
	IRENE TORI	263*	Votes
EXECUTIVE SECRETARY	THOMAS IMBURGIA	267*	Votes
	JOHN WOHLCKE	176	Votes
TREASURER	THERESA A. LAZORKO	276*	Votes
	KATHERYN TUCKER	167	Votes
LEGISLATIVE REPRESENTATIVE	DAVID SOMMERS	369*	Votes

The above position was uncontested. Therefore, the Nominations and Elections Committee cast the one ballot necessary to elect David Sommers to his respective office.

MEMBER-AT-LARGE	FRANK COSTANTINI	244	Votes
	WILLIAM FINNEGAN	290*	Votes
	MICHAEL SHEEHAN	251*	Votes
	LOUIS VALENTI	281*	Votes

(*Indicates elected members of the Executive Board.)

Total Number of Buildings Submitting Ballots	15
Total Ballots Received	474
Invalid Ballots	3 ***
Total Valid Ballots	471

*** **Reasons for Invalid Ballots:** 2 ballots were invalid for lack of signatures, 1 ballot was invalid because it was submitted by a non-member.

The Election Results were tabulated and certified on Tuesday, November 27, 2018, by the Nominations and Elections Committee—Dorothy Burdziak (McDevitt), Michael Cunningham (Carroll), Thomas McCracken (Ryan), Thomas McKeever (Roman), David McQuiston (Shanahan).

The Executive Board of the Association of Catholic Teachers extends its gratitude to the members of the Nominations and Elections Committee for all of their work during the recent Executive Board Election. Thank you very much!

LEGISLATIVE UPDATE



The following Legislative Report was submitted by *ACT Legislative Representative, David Sommers, at the ACT Executive Board Meeting held on November 7, 2018.*

10-17-2018 Update 2 Pennsylvania Statutes of Limitation:

Senate took no action on proposed legislation. A voluntary compensation fund amendment was also rejected at that time as well. This is the second time in four years (2 legislative cycles) that the PA Senate has not passed this legislation before adjourning for the year.

ACT 82 (formerly HB1386): Instructional Certification

The ACT provides for instructional *certificate grade spans* as per age levels and departmental duties previously defined by PA Certification. Certain provisions of the bill would be applicable to private and parochial schools. Instructional Level II certification would be affected in some cases.

(PA) House

HB2714: Office for Safe Schools

The act Supports the Office for Safe Schools and provides for the creation of threat assessment protocol committees.

Last action: Referred to House Education Committee on October 12, 2018.

HB2715: School Mental Health Treatment

The act would provide for mental health treatment of students in the area of safe schools.

Last action: Referred to House Education Committee on October 12, 2018.

Additional Credits?

If you have received an advanced degree or additional credits over the summer, which qualifies you for payment under a different column of the salary scale, notify your school accountant immediately.

You must also send proof (an original transcript) of the degree/credit to Mr. James Molnar at the Office of Catholic Education so that the change in degree/credits can be verified.

For your records, it is highly recommended that all documents be sent via certified mail, return receipt requested.

The five lanes of salary scale are

- Bachelor's Degree
- Bachelor's +18 or Certification
- Master's or 30 Graduate Credits
- Double Master's
- Doctorate

The teacher is responsible to provide timely notification to the System, with an official transcript. Timely notification shall normally mean within one (1) year of acquiring the additional credits. Salary adjustments shall not be made retroactively for more than one (1) year.

TO ALL OF OUR VETERANS AND THEIR FAMILIES



THANK YOU FOR YOUR SERVICE.

ACT WEBSITE

All teachers are asked to logon to the ACT Website (www.act1776.com) and verify your personal information. It is critical that we have your current information and that it is accurate, since this is a contract year. **It is important that we have a PERSONAL email address for you**, since contract information and updates, Executive Board Minutes, and other pertinent information will be sent via email. We cannot and will not send email to a school email address.

Every teacher was provided with a username and password for the ACT Website. (New teachers will receive their log-on information in an email.) If you do not have this information, please contact Ginny at the ACT Office at 215-568-4175 or email her at ginny@act1776.com and she can provide this information to you. To update your personal information, logon to the ACT Website and, in the upper right hand corner of the homepage, click on member login. Type in your username and password and then verify the information on file. Any changes made will be sent to the ACT Office automatically.

FSA REMINDER

If you were a participant in the 2018 FSA Program, please remember that all monies in your account should be exhausted by December 31, 2018. Any funds that remain in your account after December 31, 2018 will be lost. However, this does not mean that all your eligible expenses have to be submitted by December 31, 2018. You have 90 days after the close of the calendar year in which to submit eligible expenses for 2018. All eligible expenses for 2018 must be submitted by March 30, 2019.

INSURANCE INFORMATION

Voluntary Vision Plan: Open enrollment for the Voluntary Vision Plan has ended. If you were on the plan last year, you should use the same Vision Card that you were issued. New members to the plan will receive their Vision card in the mail. **Vision benefits will go into effect on January 1, 2019.** If you do not have a Vision Card, please contact Ginny at 215-568-4175 or email her at ginny@act1776.com.

WITH THE NEW YEAR, COMES A NEW LOCATION

The Association of Catholic Teachers is Moving!

The Association of Catholic Teachers will be moving its offices as of January 14, 2019. Our new address will be

Association of Catholic Teachers

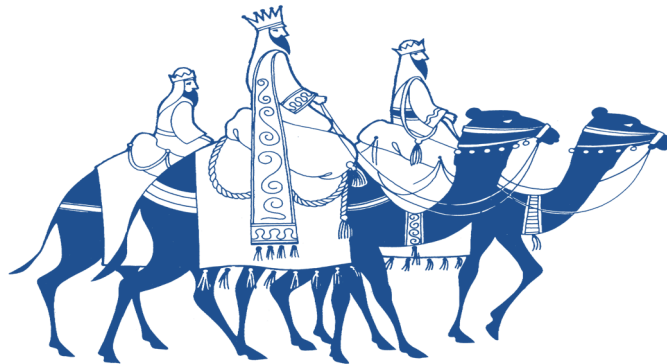
Neshaminy Plaza

3070 Bristol Pike

Bldg.Two, Suite 101

Bensalem, PA 19020

During the month of January, we will be transitioning from our current location in Philadelphia to our new location in Bensalem. You may have some difficulty reaching us by phone until we are up and running in our new location. **If this should occur, the best way to reach us during that time will be through email which we will be able to access from our personal phones.** We will keep you updated, as we get closer to the move.



RETIREES' ROUNDTABLE

MONTHLY GROUP MEDICAL RATES FOR RETIREES AGE 65+

(Effective January 1, 2019)

PERSONAL CHOICE 65: Single Coverage: \$982.60

KEYSTONE 65 HMO: Single Coverage: \$717.90

Retired teachers who are enrolled in any of the above plans are automatically enrolled in Medicare Part D. **You DO NOT need to enroll in an individual Medicare Part D plan, if you are enrolled in one of the above medical plans with the Archdiocese.** In fact, if you do, you will lose your Archdiocese medical and prescription drug coverage because the Archdiocese plans are considered Medicare Part D plans, and you may not be enrolled in two Medicare Part D plans at the same time.

MOVIE TICKETS MAKE GREAT CHRISTMAS GIFTS



The ACT Office keeps a **limited** supply of movie tickets on hand for teachers to purchase at a discounted rate. **We have REGAL/UNITED ARTISTS and AMC Tickets Available. AMC Tickets are \$10.50 per ticket. Regal Tickets are \$9.25 per ticket.** If you are interested in purchasing tickets, please send a check payable to the Association of Catholic Teachers with your request. **Because tickets sell out fast at this time of the year, it is recommended that you call the ACT Office to make sure tickets are available before sending your payment. An order form can be found on the home page of the Association's Website at www.act1776.com.**

Please enclose a self-addressed stamped envelope with your ticket request.

IN MEMORIAM



VINCENT REILLY 1947 - 2018

I was shocked and deeply saddened by the sudden death of my former colleague and friend, Vincent Reilly.

Vince was a no-nonsense kind of guy, going about Father Judge High School, briefcase in hand, doing his job as a Geometry teacher, as a Union rep and as an all-around problem-solver.

We had many after school chats. The conversations would start out about technology but very quickly shift into family, friends and his beloved Phillies.

Oh my! How Vince loved his family. He talked about his wife, Barbara, his three children and, as time passed, his cherished grandchildren. He would regale me with all the family adventures, including the antics of his "show-dog". I laughed and loved hearing about his frisky Airedale terrier who was somewhat hyper and couldn't quite fit into the Dog Show regimen.

The Phillies loomed large on Vince's topics of conversation. Security was his job, but third base was his spot and he was ever vigilant. This was where you expected Vince to be at every home game and I suspect his spirit still lingers.

*Every year I helped judge Vince's **March Madness Mobile Contest** which he conducted in all his Geometry classes. We delighted in how well the students embraced the spirit of the competition---originality and creativity were uppermost. Geometry in action!*

I feel Vince's loss profoundly. He was a big-hearted, compassionate, Christian Gentleman. I will miss his wisdom and his friendship.

Rest in Peace!

Maureen Keppard-Pedlow

(Retired, Father Judge High School)

Updated ACT School Visit Schedule 2018-2019 School Year

NAME OF SCHOOL	ACT VISITOR	DATE	DAY
Bonner-Prendergast	Irene	October 17	Wednesday
Carroll	Rita	January 8	Tuesday
Conwell-Egan	Rita and Irene	December 20 April 2	Tuesday Tuesday
Hallahan	Irene	November 29	Wednesday
St. Hubert	Rita	January 14	Monday
Fr. Judge	Rita	October 11	Thursday
Lansdale	Irene	January 9	Wednesday
Little Flower	Irene	December 5	Wednesday
McDevitt	Rita	January 17	Thursday
Neumann-Goretti	Irene	December 19	Wednesday
O'Hara	Rita & Irene	December 4	Tuesday
Pope John Paul II	Rita & Irene	January 10	Tuesday
Roman	Rita	October 16	Tuesday
Ryan	Rita & Irene	December 18	Tuesday
Shanahan	Rita	December 6	Thursday
West Catholic	Rita & Irene	October 23 and April 9	Tuesday Tuesday
Wood	Irene	December 12	Wednesday

Wishing you and your family



*A Blessed Christmas
and
Happy and Healthy New Year.
Rita, Irene and Ginny*