

THE

SPIRIT

OF

'76

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1966-2016*

The Newspaper of Local 1776
The Association of Catholic Teachers

3070 BRISTOL PIKE, BLDG. 2, SUITE 101, BENSALEM, PA 19020- 215-568-4175 - VOLUME XXXX-NO.1
Fax 215-568-8270 - email (act@act1776.com) - website (www.act1776.com) **SEPTEMBER 2019**



From the President's Desk

A YEAR OF UNCERTAINTY

Happy New School Year to everyone.

2019-2020 promises to be a most eventful time, filled, however, with quite a bit of uncertainty. A new Labor-Management Agreement between the Secondary School System and the Association of Catholic Teachers will be negotiated this coming spring and a new Archbishop will be appointed for the Archdiocese of Philadelphia.

During the first semester, the members of the Association of Catholic Teachers will be surveyed to see what proposals they want their Negotiating Team to present across the table. It is vital to have this feedback.

(continued on page 2)

At some point in the next few months, Philadelphia will be saying goodbye to our current Ordinary, Archbishop Charles Chaput, and welcoming a new, and, as yet, unknown, Archbishop. Interestingly enough, when Archbishop Chaput arrived in Philadelphia, in September, 2011, the Association of Catholic Teachers, Local 1776, was on strike. This was, most certainly, not the way I wanted our Union and its members to be introduced to our new spiritual leader. Fortunately, two weeks on the line, finally, did produce a three-year contract that was ratified by the members of ACT.

Throughout the next eight years, Archbishop Chaput handled the financial mess he inherited, as well as the sexual abuse albatross, extremely well.

I wish, however, that he had been more of an education Bishop. For countless decades, the Archdiocesan School Systems were models for other dioceses. With changes in demographics and church attendance, as well as ever-increasing tuition costs, our schools, like our Church, were in need of new ideas and reform.

It was not long after Archbishop Chaput's arrival that the Blue Ribbon Commission released its report on the schools and which ones were on the chopping block. I sat in the gym at Neumann College that morning in early January 2012 when the Commission named the closing schools, names accepted immediately by the Archbishop.

As we know, the four high schools won a reprieve when the Faith in the Future Foundation stepped in, but over the past seven years, FIF has been unable to stop the downward enrollment spiral.

That brings us to the man who will become our new Ordinary, the 10th Archbishop of Philadelphia. I hope and pray that he will be an education Bishop. Without strong and viable Catholic schools, there cannot be a healthy and progressive Church.

Our teachers, our students and our parents are also hoping and praying for positive changes in the coming years.

Rita

VERY IMPORTANT!

Representation May Be Crucial

Article III, Section 2 of the Labor-Management Agreement is short but extremely important. Please pay particularly close attention to what it has to say.

No teacher may be asked to attend a meeting with the school or diocesan administration without a representative of the Association being present if the teacher reasonably feels the meeting could result in disciplinary action against him/her.

Disciplinary action cannot be taken against any teacher unless the teacher has been apprised in writing of his/her right to union representation.

Should you “reasonably feel” the meeting could turn into one that involves you in disciplinary action, immediately get to your Senior Delegate for advice or call the ACT Office if you choose. Don’t let a relatively minor situation turn into a major one because you decided you could “handle” it yourself.

ACT UNION DUES FOR 2019-2020

The Union Dues for the 2019-2020 School Year are \$562.80. For those on Check-off, the deduction will be \$26.80 per pay starting with the September 13, 2019 pay and ending with the pay of June 19, 2020.

LEGISLATIVE UPDATE



The following Legislative Report was submitted by *ACT Legislative Representative, David Sommers*, at the *ACT Executive Board Meeting held on [Wednesday, August 28, 2019](#)*.

1. ACT 64 of 2019 (SB440): Flexible Instructional Days: In the event of weather or damage to school buildings, a flexible day may be used. This day would fulfill one of the daily required days; under the law, maximum flexible days allowed would be five. [Last action](#): Signed into law July 2, 2019.
2. HB800: EITC: Educational tax credits would increase yearly. The proposed increase of \$100 million would bring the fund to \$210 million total. [Last action](#): Vetoed by the Governor on June 19, 2019.
3. Senate Resolution 417: School Start times: Report (to be released Fall, 2019) studying secondary school start times. The report will include the academic and safety benefits associated with later school start times. The study would examine any possible negative aspects as well; consideration for busing schedules would need to be addressed.

ACT EXECUTIVE BOARD
2019-2020

| | |
|--------------------------------|----------------------------|
| PRESIDENT: | Rita C. Schwartz |
| VICE-PRESIDENT: | Irene Tori |
| EXECUTIVE SECRETARY: | Thomas Imburgia |
| TREASURER: | Theresa A. Lazorko |
| LEGISLATIVE REPRESENTATIVE: | David Sommers |
| AREA VICE PRESIDENT: (N'EAST) | Glen Galeone |
| AREA VICE PRESIDENT: (S'WEST) | David McQuiston |
| AREA VICE PRESIDENT: (N'WEST) | Tara Murphy |
| AREA VICE PRESIDENT: (CENTRAL) | Thomas McKeever |
| MEMBER-AT-LARGE: | William Finnegan |
| MEMBER-AT-LARGE: | Kathleen Toenniessen-Innes |
| MEMBER-AT-LARGE: | Louis Valenti |

ACT SENIOR DELEGATES
2019-2020

| | |
|--------------------------------|--------------------|
| MSGR. BONNER-ABP. PRENDERGAST | James Vernon |
| ARCHBISHOP CARROLL | Louis Valenti |
| CONWELL-EGAN | Evan Ortiz |
| JOHN W. HALLAHAN | Anthony Polselli |
| ST. HUBERT | John Masluk |
| FATHER JUDGE | Vincent Toner |
| LANSDALE CATHOLIC | Amy MacKay |
| LITTLE FLOWER | Arnold Ronzoni |
| BISHOP MCDEVITT | Christopher Whelan |
| SS. JOHN NEUMANN-MARIA GORETTI | Melissa Pollio |
| CARDINAL O'HARA | Thomas Imburgia |
| POPE JOHN PAUL II | Eric Wahl |
| ROMAN CATHOLIC | James Brennan |
| ARCHBISHOP RYAN | Glen Galeone |
| BISHOP SHANAHAN | Frank Costantini |
| WEST CATHOLIC | Teresa McGill |
| ARCHBISHOP WOOD | Tara Murphy |

Education Grant Application Due

Teachers who wish to apply for an Education/Study Grant under the Labor-Management Agreement (XIII, Sec.7) must do so by [October 15th](#). The grant offers 50 percent tuition reimbursement up to a maximum of \$2000 per year for undergraduate coursework, \$2500 for Master's Degree coursework, and \$3000 for Doctoral Coursework. [The grant can also be used as reimbursement for successfully passing the Praxis Series exams in a teacher's area of certification.](#) Teachers who have received a study grant for two (2) consecutive years are not eligible to receive for the following year.

Grants are awarded on the basis of system seniority and are available to any teacher with at least one year of teaching in the System.

[You should apply for the grant if you are taking courses in the fall of 2019, or anticipate taking courses in the spring or summer of 2020.](#)

Forms to apply for an Education/Study Grant are posted at the local school. A form is also posted on the ACT Website homepage at www.act1776.com.

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.](#)



[MOVIE TICKETS](#)

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. [An order form can be found on the ACT website at www.act1776.com](#). Please enclose a stamped self-addressed envelope with your request.

Congratulations to Matthew D. Purcell, the son of Father Judge Guidance Counselor, Dolores Purcell for being one of two winners of the John J. Reilly Scholarship awarded by the National Association of Catholic School Teachers. Matthew will receive \$1,000 in each year of his collegiate study for a total of \$4,000.

Scholarships are awarded annually to two outstanding children of NACST members to help defray the cost of a college education.

[CONTACT US AT](#)

Association of Catholic Teachers Local 1776

3070 Bristol Pike

Building 2, Suite 101

Bensalem, PA 19020

Email: act@act1776.com

Phone: 215-568-4175

Fax: 215-568-8270

www.act1776.com

WHAT STEP OF THE SALARY SCALE AM I ON?

| <u>SYSTEM SENIORITY</u> | <u>YEAR OF HIRE</u> | <u>STEP</u> |
|-------------------------|------------------------------|-------------|
| 1 | 2019-2020 | 1 |
| 2 | 2018-2019 | 2 |
| 3 | 2017-2018 | 3 |
| 4 | 2016-2017 | 4 |
| 5 | 2015-2016 | 5 |
| 6 | 2014-2015 | 6 |
| 7 | 2013-2014 | 7 |
| 8 | 2012-2013 | 8 |
| 9 | 2011-2012 | 9 |
| 10 | 2010-2011 | 10 |
| 11 | 2009-2010 | 11 |
| 12 | 2008-2009 | 12 |
| 13 | 2007-2008 | 13 |
| 14 | 2006-2007 | 14 |
| 15 | 2005-2006 | 15 |
| 16 | 2004-2005 | 16 |
| 17 | 2003-2004 | 17 |
| 18 | 2002-2003 | 18 |
| 19 | 2001-2002 | 19 |
| 20 | 2000-2001 | 20 |
| 21 | 1999-2000 | 21 |
| 22 | 1998-1999 | 22 |
| 23 | 1997-1998 | 23 |
| 24, 25 | 1995-96, 96-97 | 24 |
| 26, 27 | 1993-94, 94-95 | 25 |
| 28, 29 | 1991-92, 92-93 | 26 |
| 30,31,32,33 | 1987-88, 88-89, 89-90, 90-91 | 27 |
| 34, 35, 36 | 1984-85, 85-86, 86-87 | 28 |
| 37 | 1983-1984 | 29 |
| 38, 39 | 1981-82, 82-83 | 30 |
| 40 | 1980-1981 | 31 |
| 41 | 1979-1980 | 32 |
| 42 | 1978-1979 | 33 |
| 43 | 1977-1978 | 34 |
| 44 | 1976-1977 | 35 |
| 45 | 1975-1976 | 36 |
| 46 | 1974-1975 | 37 |
| 47 | 1973-1974 | 38 |
| 48 | 1972-1973 | 39 |
| 49 | 1971-1972 | 40 |
| 50 | 1970-1971 | 41 |
| 51 | 1969-1970 | 42 |
| 52 | 1968-1969 | 43 |
| 53 | 1967-1968 | 44 |
| 54,55,56,57 | 1963-64, 64-65,65-66,66-67 | 45 |

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. **It is important that we have a PERSONAL email address for you**, since Executive Board Minutes, Newsletters, 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.

ACT WISHES TO CONGRATULATE

LITTLE FLOWER CATHOLIC HIGH SCHOOL FOR GIRLS

ON THE OCCASION OF THEIR

80TH ANNIVERSARY.

IMPORTANT INFORMATION

OFFICE HOURS: The ACT Office has resumed normal office hours as of September 3, 2019. **The hours of operation will be Monday through Friday, 9:00 AM to 4:30 PM.**

ADDRESS CHANGES -- If you are in the process of moving, or have already moved to a new address, don't forget to call the ACT Office with your new address and phone number. You can also visit the ACT Webpage and log-on to your personal page to update your information.

IF YOUR PERSONAL EMAIL ADDRESS HAS CHANGED, PLEASE NOTIFY THE ACT OFFICE AS SOON AS POSSIBLE.

INSURANCE CARDS - If you are in need of a new dental, medical or vision card, contact Ginny at ginny@act1776.com.

FREEDOM CREDIT UNION – The Freedom Credit Union offers teachers and their families a wide range of financial opportunities. For more information visit the credit union's website at www.freedomcu.org. The phone number for the Freedom Credit Union is 215-612-5900.

ACT School Visit Schedule 2019-2020 School Year

| NAME OF SCHOOL | ACT VISITOR | DATE | DAY |
|-----------------------|--------------------|----------------------------|--------------------|
| Bonner-Prendergast | Rita | March 10 | Tuesday |
| Carroll | Irene | January 8 | Wednesday |
| Conwell-Egan | Rita and Irene | November 19 and April 7 | Tuesday Tuesday |
| Hallahan | Irene | October 23 | Wednesday |
| St. Hubert | Rita | February 25 | Tuesday |
| Fr. Judge | Irene | February 26 | Wednesday |
| Lansdale | Rita | January 7 | Tuesday |
| Little Flower | Rita | January 21 | Tuesday |
| McDevitt | Irene | February 5 | Wednesday |
| Neumann-Goretti | Rita | February 4 | Tuesday |
| O'Hara | Rita & Irene | December 10 | Tuesday |
| Pope John Paul II | Rita | December 17 | Tuesday |
| Roman | Irene | January 15 | Wednesday |
| Ryan | Rita & Irene | February 11 | Tuesday |
| Shanahan | Irene | December 18 | Wednesday |
| West Catholic | Rita & Irene | November 5 and April 28 | Tuesday Tuesday |
| Wood | Rita | January 14 | Tuesday |

Create your path to well-being











Bring healthy habits within reach

Your well-being journey is personal. Whether you want to eat healthier, manage stress better, be more active, or just get some more sleep, your goals are unique to you.

Achieve Well-being from Independence Blue Cross is a motivating and personalized set of well-being tools and resources that can help you achieve what's important to you in a way that's simple, easy, and fun.

Personalized online tools that work for you

Visit ibxpress.com or download the IBX mobile app to start your well-being journey today!

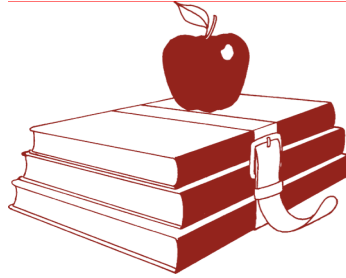
-  Complete the Well-being Profile.
-  Start a program.
-  Develop your Action Plan.
-  Access an expansive library of Health Content.
-  Use the Health Navigator to search symptoms.
-  Track your activity levels and sync your devices.
-  Stay motivated with tokens and badges for achievements.
-  Look for reminders, encouraging emails, and text messages.

Independence Blue Cross offers products through its subsidiaries Independence Hospital Indemnity Plan, Keystone Health Plan East and QCC Insurance Company, and with Highmark Blue Shield — independent licensees of the Blue Cross and Blue Shield Association.



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WELCOME BACK!



***WE LOOK FORWARD
TO SEEING YOU
AT OUR
SCHOOL VISITS.***