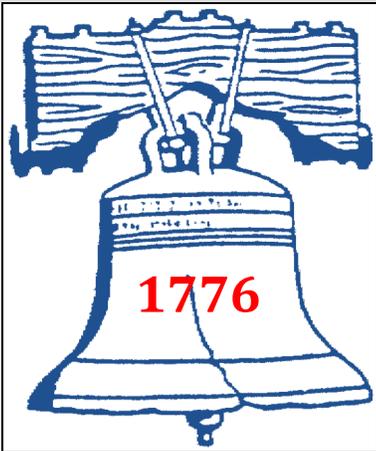


THE

The Newspaper of Local 1776
The Association of Catholic Teachers



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From the President's Desk

SCHOOL SYSTEM UNILATERALLY INTRODUCES INSTRUCTIONAL COACHING

Two of the additions to the 2018-2020 Labor-Management Agreement were the concept of Instructional Coaching and a change in the evaluation duties of department heads, both brought to the bargaining table by the System. ACT members voted approval of them at the September 4, 2018 Ratification Meeting.

During the term of the current contract, the Association has attempted to work with the System to develop a mutually acceptable process for Instructional Coaching.

The Association's position has been and continues to be that Instructional Coaching cannot be forced upon any teacher. It must, in fact, be voluntary. Instructional Coaching must also be non-evaluative and non-threatening. These points have also been stated by the Professional Development speakers from both Immaculata University and Catapult.

(Continued on Page 2)

The System has continued to disagree, insisting that Instructional Coaching be mandatory and, if teachers refuse to be coached, this will be reflected negatively on their evaluations.

There is one group exception to the System's mandatory Instructional Coaching. The System wants to make coaching voluntary for Department Heads. Department Heads are, first and foremost, teachers and, the last time I looked, they were teaching full rosters. The System has also said that if Department Heads opt out of being coached, this would not be reflected negatively on their evaluations.

On Friday, February 14, 2020, the System informed the Association that they would be moving ahead unilaterally, with their procedure for Instructional Coaching. Beginning March 16, the System's version of Instructional Coaching will be piloted in three of our high schools.

The Association has filed a grievance citing the System with violating four separate articles and sections of the Labor-Management Agreement. The System is also guilty of preferential treatment of teachers who are Department Heads.

Unfortunately, the grievance will take some time to be adjudicated. Therefore, the Association's Executive Board met on Thursday, February 27, 2020 to discuss more immediate action. The Executive Board voted unanimously that teachers and Department Heads are not to participate in any version of Instructional Coaching that is unilaterally introduced by the Secondary School System.

The System's unilateral introduction of its version of Instructional Coaching is of serious concern as we are about to begin bargaining for a new contract. What the System is attempting to do is mandate a procedure that the System was not able to win at Negotiations.

What happens the next time the Secondary School System doesn't get its way with a proposal agreed to at the table?

Rita

CONTRACT NEGOTIATIONS

The opening of Negotiations for a new Labor-Management Agreement should begin before the end of March. It is unfortunate that the Association's request for an Early Bird was not acceptable to the System. This places the entire contract on the table, thereby making the reaching of an agreement before the end of the school year much more challenging.

The Association's Team is currently preparing proposals based on the issues the ACT Staff worked to resolve during the two years of the present contract as well as the improvements you, our members, told us you wanted on the surveys you returned.

Speaking of the Team, the Executive Board appointed the 2020 Team during its February 27 Meeting. They are

Theresa Lazorko	(Roman Catholic)
Tara Murphy	(Archbishop Wood)
Rita Schwartz	(ACT Staff)
Irene Tori	(ACT Staff)

A General Membership Meeting to approve the proposals that will be presented to the System's Team has been scheduled for March 24, 2020 at the Courtyard Marriott on City Avenue.

Rest in Peace

+ Larry Rosbach, Little Flower H.S. +

+ William Gresh, SS. John Neumann-Maria Goretti H.S. +

+ William Torrence, Retired, Cardinal O'Hara H.S. +



LEGISLATIVE UPDATE

The following Legislative Report was submitted by ACT Legislative Representative, David Sommers, at the ACT Executive Board Meeting held January 19, 2020.

1. **Pennsylvania:**
 - a. **HR606: American Education Week**—A resolution recognizing the week of November 18-22, 2019 as “American Education Week” in Pennsylvania.
Last Action: Reported as committed on December 16, 2019 by the House.
 - b. **HR583: National Apprenticeship Week in Pennsylvania**—A resolution recognizing the week of November 11-17, 2019 as “National Apprenticeship Week” in Pennsylvania.
Last Action: Reported as committed by the House on December 16, 2019.
 - c. **HB355: Charter School Reform**—The law would provide for definitions, charter school requirements, and board of trustees powers specifics.
Last Action: Re-reported as committed to the Senate on November 20, 2019.
2. **Legislative Session Update:** The Senate and the House both convene on Tuesday, January 7, 2020.

SABBATICAL LEAVE APPLICATION DEADLINE

The deadline for applying for a Sabbatical Leave for the 2020-2021 school year is **Monday, March 2, 2020**. A form is posted on our website.

VOLUNTARY TRANSFER, TEACHER SWAP, TEMPORARY TRANSFER APPLICATIONS

Teachers interested in applying for a voluntary transfer, teacher swap, or temporary transfer should file their application no later than **April 1, 2020**. **Applications will be posted in the schools after March 1, 2020.**

TAX INFORMATION

UNION DUES FOR 2019

January 2019 – June 2019 = \$336.00
(For those who retired or resigned as of June 2019)

January 2019 – December 2019 = \$578.40

FSA REMINDER

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

All eligible expenses for 2019 must be submitted by March 30, 2020.

CDC RECOMMENDATIONS FOR THE PUBLIC AS IT RELATES TO COVID-19, ALSO KNOWN AS THE CORONA VIRUS

- Stay informed by visiting the CDC website at www.cdc.gov/coronavirus. The CDC is updating the site daily with the latest information and advice for the public.
- Take everyday preventive actions to prevent the spread of respiratory viruses.
 - Avoid close contact with sick people.
 - While sick, limit contact with others as much as possible.
 - Stay home if you are sick
 - Cover your nose and mouth when you cough or sneeze. Avoid touching your eyes, nose, and mouth. Germs spread this way.
 - Clean and disinfect surfaces and objects that may be contaminated with germs.
 - Wash your hands often with soap and water for at least 20 seconds. If soap and water are not available, use an alcohol-based hand rub with at least 60% alcohol.

It is also important to remember that influenza is a much more significant and immediate health concern for Americans. Independence Blue Cross encourages all members to discuss getting a flu shot with their physicians.

PFT EDUCATIONAL CONFERENCE FOR TEACHERS

The Philadelphia Federation of Teachers Health and Welfare Fund is sponsoring an [Educational Conference for Teachers on March 6th and 7th, 2020 at Philadelphia 201 Hotel \(formerly the Sheraton Philadelphia Downtown Hotel\) 201 N.17th Street, Philadelphia, PA 19103](#). There will be over 50 topics from which to choose, along with workshops, panels, Q & A sessions, and vendor displays. Luncheon cost is \$3 for PFT Members; \$5 for all other attendees. Reception and 3 sessions cost is \$1 for PFT Members and \$3 for all other attendees. **Guest Speaker: Jerry Roseman, Director of Environmental Science PFT Health & Welfare Fund.**

National Association of Catholic School Teachers John J. Reilly Memorial Scholarship

An application for the John J. Reilly Scholarship can be found on the home page of the ACT Website at www.act1776.com.

Deadline for submission of all applications is March 13, 2020.

THE CHARLOTTE DRUMMOND FOUNDATION Memorial Scholarship

The Charlotte Drummond Memorial Scholarship is a legacy scholarship that keeps the spirit of Charlotte Drummond and her dedication to Catholic education alive. In 2020-2021 we are awarding one \$2,000 scholarship, one \$1,000, and one \$500 scholarship, and for the second year a \$1,000 CD Alumni Scholarship for a student who is a legacy of Cardinal Dougherty (a student whose grandparent, parent, or sibling attended Cardinal Dougherty High School).

Charlotte taught for forty years at the former Cardinal Dougherty High School in the city of Philadelphia and she taught for another five years at Cardinal O'Hara High School in Springfield, Delaware County. Charlotte had a lasting impact on hundreds of students and alumni from both schools. Charlotte passed away on March 23, 2016 after fighting a courageous battle against Parkinson's Disease.

Eligible candidates must be rising juniors or seniors attending a Philadelphia Archdiocesan high school, and must have a recommendation from a teacher or guidance counselor that speaks not only to their ideal candidacy for the award through involvement in school, but also speaks to their financial need.

An application for The Charlotte Drummond Foundation Memorial Scholarship is posted on the homepage of the ACT Website at www.act1776.com.

The deadline for submission is April 1, 2020 by 11:00 P.M.

RETIREES LUNCHEON



Hold the Date! *The Third Annual Retirees' Luncheon* will be held on **Wednesday, May 13, 2020 at Randi's Restaurant** in Northeast Philadelphia. Information will be emailed in March to retirees on our email list. *In the meantime, please spread the word!*

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RETIREE IN THE NEWS

On February 13, 2020, **Sharon Cornwall** (retired from Little Flower Catholic High School for Girls) was honored at the Doubletree Hotel in Center City with an award from The Philadelphia Engineering Foundation, in conjunction with the Delaware Valley Engineers Week Committee of the Engineers Club of Philadelphia, as its **2020 Outstanding STEM Teacher**.

Sharon received this special award in recognition of her 31 years of excellence in teaching. While exposing multitudes of LF students to the importance of Science, and while demonstrating her love and passion for the subject, Mrs. Cornwall was able to enhance her students' inquisitiveness, bolster their confidence, and help them recognize their abilities, thereby inspiring and motivating her students to explore the many opportunities available to them in the field of Science.

Congratulations, Sharon. Job well done!

ITS GIRL SCOUT COOKIE TIME

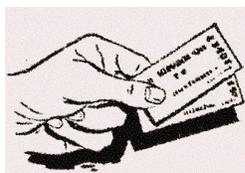
The next time you purchase a box of Girl Scout cookies, specifically, Lemon-Ups and/or Lemonades, look for 2018 Little Flower Alumna, Serena Pisacano. Serena, who is pictured on both boxes, won recognition after submitting an application in which she shared her cookie selling techniques, leadership goals and Scout experience. Serena is the daughter of Little Flower science teacher, Carol Pisacano.

Congratulations to Serena and proud mom, Carol!

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WALGREENS SMART SAVINGS DISCOUNT CARD

Subscribers in Independence health plans with FutureScripts prescription drug coverage will soon receive a Walgreens Smart savings discount card in the mail. This card can be used for savings on Walgreens brand health and wellness products and is part of a partnership between Independence and Walgreens. Note: The card cannot be used toward the purchase of prescription medications.



MOVIE TICKETS

ACT Office has 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.

CONTACT INFORMATION

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3070 BRISTOL PIKE, BUILDING 2, SUITE 101, BENSLEM, PA 19020
PHONE NUMBER: 215-568-4175, FAX NUMBER: 215-568-8270 E-MAIL: act@act1776.com

In Memoriam



James Algeo

When the obituaries for Jim Algeo would lead off with his former player Joe Judge becoming the Giants head football coach and his coaching his 2004 team to a state title, they would inevitably list these achievements as the high points of his career. But for those of us who knew, or worked with, or were coached by Jim, we knew, that these events were but a tip of an iceberg in a lifetime of, what would be for Jim, even more important successes.

When Fr. William O'Donnell hired Jim, Father said that while Jim possessed obvious football acumen, the reason he was hired was that he already had a Masters Degree and Father thought this would be of aid to the school. To quote Father, "And we received so much more."

Jim's life was a study in commitment, whether it was forty plus years of teaching and coaching at LC, or fifty plus years as a husband to his Mickey, aka "the Bride," as well as a lifetime devotion to his religion and his children and family. His three sons followed in their father's footsteps as football coaches and his daughter, Maggie, was the long time successful basketball coach both at LC and North Penn. He could be the disciplinarian who had the respect of his teams and any class he subbed for by walking into the room.

Perhaps the greatest quality most associated with Lansdale Catholic is its reputation as a very family-oriented institution. No one has contributed to that feeling more than Jim and his wife Mickey who passed away barely two months before him. His personal example and many kindnesses will be remembered by all who knew him, and will serve to all of us as someone to emulate in whatever ways we can. Thank you, Jim, for oh so much. We miss you .

..

Written by: Steve Probert, Lansdale Catholic High School

In Memoriam



Patricia Carlo

For forty-seven years, Pat Carlo was the English teacher to approximately 8,225 Archbishop Ryan students. Her career began in 1973 at Archbishop Ryan High School for Girls and continued at Ryan when the schools merged in 1989. Pat taught almost every possible English course across all grades and levels. Pat loved teaching students of all levels and utilized her training as a Reading Specialist with her struggling learners.

She was involved in multiple activities, such as the National Honor Society and the Kairos program. Many graduates kept in touch with her, and she always delighted in teaching the children of former students, including most recently a grandchild of one of her students! Anyone who had Ms. Carlo remembers her fondly because of her sense of humor, command of the subject, and genuine care and concern for them. “

*Written by: Kathleen Szymborski and the English Department
of Archbishop Ryan High School*

In Memoriam



John A. Welding

John A. Welding, former teacher and guidance counselor passed away peacefully on Friday, November 8, 2019. As a graduate of West Catholic High School for Boys, John was well prepared for his career in education with the Archdiocese of Philadelphia. After graduating from St. Joseph's University, he returned as a teacher at St. John Neumann High School in Philadelphia before transferring "way out there" to St. Pius X High School in Pottstown where he taught for many years before becoming a guidance counselor, and ultimately the Director of Guidance until his retirement. After retiring, he continued to serve at St. Pius X until it closed, and later at Pope John Paul II High School in the guidance department until 2018. During his tenure at St. Pius X, he also helped nurture and develop many student-athletes as the Track & Field Assistant Coach and Cross-Country Head Coach. John himself was a dedicated runner who competed in many road races and marathons throughout his life.

John was an extraordinarily kind, dedicated, and well-loved educator and coach who had an impact on the lives of many students. In his later years, it was not uncommon for him to discover that some of the students with whom he worked with were the children of students he had taught or counseled a generation earlier at St. Pius X. Anyone who knew him would describe him as kind, genuine, giving, and friendly. Everyone he met was greeted with a warm smile and kind disposition. He had lost his beloved wife, Mary Lou, 10 years ago but never let a day pass without remembering her in conversation and anyone who spent time with him would have known she was the love of his life - his sweetheart that he met at a middle school dance. In addition to five siblings, he is survived by his 3 children and their families, including 3 grandchildren who brought him immense joy.

Written by: Megan Sullivan, Pope John Paul II High School

Manage Your Benefits Anywhere, Anytime



MY DENTAL BENEFITS

Create your **MyDentalBenefits** member account to easily manage your United Concordia Dental coverage online.

Most benefit inquiries can be handled conveniently online using our simple, self-service member portal. Create a **MyDentalBenefits** account to better manage your insurance coverage!

Use your **MyDentalBenefits** account to:

- ✓ Check claim status quickly
- ✓ See what your plan covers and how much we'll pay
- ✓ Print ID cards
- ✓ Find a dentist
- ✓ Evaluate your oral health with *My Dental Assessment*

After your plan's effective date, you are able to create your account.

Here's how:

- ✓ Go to **UnitedConcordia.com/MDB**
- ✓ Select **Member**
- ✓ Enter the **ID number** found on your insurance card and **your birthdate**. You can also use the Social Security Number of the contract holder in place of the ID number.
- ✓ Each dependent (spouse, children aged 14 years or older, or in some states, domestic partner) covered by a United Concordia dental plan must create an individual **MyDentalBenefits** account.



Use your mobile device to access **MyDentalBenefits** on-the-go and manage your coverage at any time.

The Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

English	ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Call 1-800-332-0366 (TTY: 711).
Español (Spanish)	ATENCIÓN: Si habla español, le ofrecemos de ayuda lingüística gratuita. Llame al 1-800-332-0366 (TTY: 711).
繁體中文 (Chinese)	注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-800-332-0366 (TTY: 711)。



FIFTH ANNUAL ACT DAY AT THE PHILLIES



MAY 17, 2020
Game Time: 1:30
Philadelphia Phillies
versus the
St. Louis Cardinals

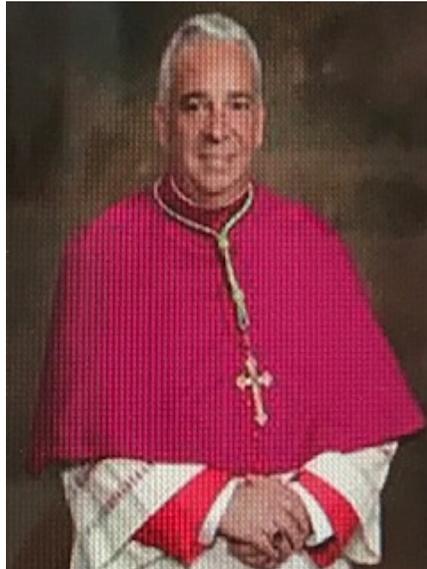
All ACT Members (including retirees) and their families and friends are invited on Sunday, May 17, 2020. Ticket cost is \$16 ***plus \$7.65 per order** for shipping and handling. **A ticket order form is available on the ACT Website at www.act1776.com.** If you have any questions concerning this event, please contact Ginny at the ACT Office at 215-568-4175 or at ginny@act1776.com.

***Please note that your tickets will be sent via Priority Mail. Priority mail allows us to track your package/delivery in the event there is a problem with delivery. First Class mail has no protection, and we are unable to send large quantities of tickets in the mail without being able to track their delivery. To avoid the \$7.65 shipping charge, you may make arrangements to pick up your tickets at the ACT Office if that is convenient for you.**

Deadline for ordering tickets: Friday, April 3, 2020.

The Association of Catholic Teachers
and its Membership Welcome

Archbishop Nelson J. Perez



back to Philadelphia.