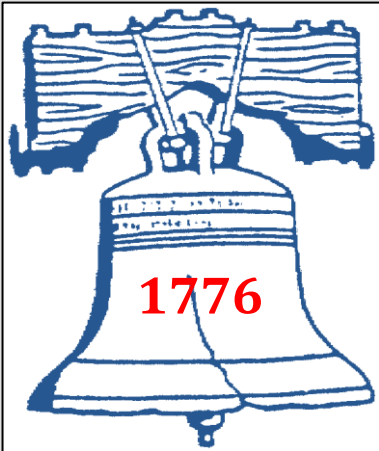


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## *From the President's Desk*

### **The Evidence Proves It AGAIN!**

As I have said in previous "From the President's Desk" articles, you rose to the challenge of a very different 2020-2021 school year, one that wasn't easy for anybody. I have applauded you for all that you did for your students.

Now, the data from the Second Semester Evaluations is further affirmation of all that you accomplished during that very uncertain and unusual school year.

98.344% of tenured teachers received a Distinguished or Proficient rating and, in the case of Guidance counselors, a Satisfactory rating from their administrative evaluator. 98.67% of tenured teachers received these ratings from their department heads.

91.11% of non-tenured teachers received a Distinguished or Proficient rating and, in the case of Guidance counselors, a Satisfactory rating from their administrative evaluator. 99.4% of non-tenured teachers received these ratings from their department heads. [\(Continued on page 2\)](#)

## **The Evidence Proves It AGAIN!**

(Continued from page 1)

These are, once again, very impressive statistics! As I stated in the April edition of *The Spirit of '76*, I was sure that the data for the second semester would be just as impressive. Not surprisingly, the second semester evaluation data is even better than the percentages from the first semester. Coupled with what the teachers at Hallahan and McDevitt experienced as each school day brought them that much closer to the end of their long history and tradition in the Archdiocese makes this data even more impressive.

Congratulations to each and every one of you! You worked so hard throughout the entire 2020-2021 school year. This recognition is well-deserved.

*Irene*

## **PROFESSIONAL DEVELOPMENT DAYS**

The *pre-opening of school* Professional Development Days (Article IX) for the 2021-2022 school year will be two out of the three days from August 31 to September 2, 2021. The two days will be consecutive.

## **ADMINISTRATION, FACULTY AND STAFF AWARDED SHANAHAN MEDAL**

Beginning in 2002, Bishop Shanahan High School has presented the *Shanahan Medal* each year at graduation. On the medal are engraved the words Service, Commitment and Dedication and the medal is awarded in recognition of a significant contribution to Catholic Education. This year, school president, Sister Regina Plunkett, I.H.M., awarded the medal to the administration, faculty and staff of Bishop Shanahan High School for their “positive spirit of service and commitment to their students,” during the ongoing pandemic. In Sister’s words, “the faculty, staff and administration have risen to the occasion and graciously responded to the needs of the community with grace, generosity and good humor. The medal has been mounted on a plaque and hung in a place of prominence in the school’s lobby.

Written by: David McQuiston  
Bishop Shanahan High School

# **THE APPROPRIATE USE OF TECHNOLOGY FOR THE 2021-2022 SCHOOL YEAR PLEASE APPROACH WITH CAUTION AND COMMON SENSE**

Each year, technology becomes more and more a part of our lives, whether that is in school or outside of school. During the 2020-2021 school year, all of us experienced the benefits and, in some cases, the detriments of 21st century technology. As a new school year approaches in about two weeks, it is more important than ever to remind everyone to use technology wisely, both professionally and personally.

At the beginning of the 2021-2022 school year, you will be signing a document that attests to the fact that you have read and will uphold the Acceptable Use Policy for Technology, which is an Addendum to the Archdiocesan Standards of Ministerial Behavior and Boundaries. The Policy states that there is to be a “safe environment for learning with technology.” In keeping with this “safe environment”, there is a “responsibility to use the equipment correctly”, and “to follow the policies as outlined in the Guidelines”.

Please read the Policy and follow it. Your job could very well depend on you doing so. Any teacher who violates this Policy could be subject to disciplinary action. In situations where the Association represented teachers at meetings dealing with breaches of the Acceptable Use Policy, some of those meetings have not ended well for the teacher.

Within the school building, the first thing to remember is that anything you write, email, download, Google, etc. on the school computers is not your property and is not private. Anything and everything you do on a school computer is accessible to the school administration.

Also, make sure you are very careful in how you try to enhance teaching and learning through integrating technology into the curriculum. Considering the current environment in which we are all living, for better or worse, everything we say and do, including online and offline assignments given to students, has the potential to be misinterpreted, criticized and posted almost instantaneously. My advice—adhere very strictly to the curriculum. Be very judicious about what social media resources you use in class, do not engage in discussions on controversial topics no matter how much the students try to goad you into doing so. There is too much at stake for you to choose to ignore this advice, most of all, your job.

Use of technology outside of school is another, and, potentially, equally dangerous venue. Even when using your personal computer, cell phone, iPhone or iPad, you need to be extremely careful. What you blog, what and whom you text or tweet, what you include on a Facebook page can result in disciplinary and, in some cases, job-threatening action.

In starting a new school year, especially one where we are finally back to full in-person, 5 day a week instruction, my goal is not to be heavy handed on an issue. My goal is to warn you and protect you. As I said at the beginning, the Association has been involved in too many situations where there have been issues with technology and these situations have not ended well for the teacher and his/her continued employment in the System.

Therefore, if there is a question in your mind or you get a gut feeling about whether or not something might prove problematic, please err on the side of caution and don't do it. This will help to ensure that you continue to teach this school year and many school years to come.

*Irene*

## **IMPORTANT SALARY INFORMATION**

The [final paycheck](#) for teachers, who were paid over twelve months, in the 2020-2021 school year is [September 3, 2021](#).

The [first paycheck](#) for the 2021-2022 school year will be on [September 17, 2021](#).

## **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 the 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.](#)

## **ACT UNION DUES FOR 2021-2022**

The Union Dues for the 2021-2022 School Year are \$621.18. For those on Check-off, the deduction will be \$29.58 per pay starting with the September 17, 2021 pay and ending with the pay of June 24, 2022.

## **SALARIES AND STIPENDS 2021-2022 SCHOOL YEAR**

**STARTING SALARY:** The starting salary for the 2021-2022 school year is \$40,800.

**SALARY:** There is a pay increase of \$1,200 over the 2020-2021 salary.

**DEPARTMENT CHAIR STIPEND:** The Department Chair Stipend for the 2021-2022 school year is \$3,125.

**EXTRA-CURRICULAR ACTIVITIES STIPEND:** Schools with enrollment less than 900 - \$2,475; Schools with enrollment 900 or more - \$2,675.

**TV DIRECTORS STIPEND:** The TV Directors Stipend for the 2021-2022 school year is \$1,975.

**COMPUTER RESOURCE PERSON:** The Computer Resource Person Stipend for the 2021-2022 school year is \$2,150.

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## **ENJOY THE REMAINING DAYS OF SUMMER!**



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## **CONGRATULATING OUR NEW RETIREES**

***Congratulations** to Rosemarie DiCicco (Little Flower), John Molnar (Archbishop Ryan), Deborah Neill (Cardinal O'Hara) and Glenda Rieffel (Cardinal O'Hara) on their retirement from the Secondary School System.*

***Best Wishes for a Happy and Healthy Retirement!***

## LEGISLATIVE UPDATE

The following Legislative Report was submitted by ACT Legislative Representative, David Sommers, at the ACT Executive Board Meeting on August 18, 2021 via Zoom.

### I. **HB 1705: Property Tax Pension Obligation Disclosure**

The bill would create the Property Tax Pension Obligation Disclosure Act which would require a school board to calculate and publish unfunded pension and other postemployment benefit obligations per \$100,000 of assessed residential property within said school district. Additionally, the bill would require the State Real Estate Commission to update the seller property disclosure form to include this calculation.

**Last action:** August 4th, 2021 vote to re-refer this Bill to another committee.

### II. **Senate Education Committee Meeting- Friday August 6th, 2021 (1PM)**

**A public hearing on COVID-19 policies and guidance for schools with the Departments of Health and Education.**

**Details:** Discussion on how PA Schools will open for the 2021-2022 school year; vaccination requirements and mandates; mask recommendations and requirements; learning loss; mental health of primary and secondary students during the COVID-19 Pandemic.

### III. **Middle School Civics Requirement (New Jersey)**

Beginning in the 2022-2023 school year, for students in grades 6-8 to complete at least one course in *Civics* or *United States Government*. The course would fulfill the Social Studies graduation requirement for middle school students. The bill was signed into law in July. Pennsylvania has had a civics course requirement since the 2020-2021 school year.

### IV. **Act 66 of 2021 (Formerly SB 664) Additional Year of Education**

Applied to the 2021-2022 school year, with the goal to manage learning loss due to the COVID-19 pandemic disruptions; virtual learning; lack of in-person school days. **The bill was signed into law on June 30th, 2021.** Due date was July 15 for parents/guardians to apply online to allow for necessary arrangements to accommodate students by their districts.

### V. **HB 1532: Teaching Racial and Universal Equality Act**

Curtailing CRT concepts and divisiveness in Pennsylvania schools and government; teaching racial and universal equality.

“Our schools should be teaching that every individual is equal under the law and that no individual should ever be labeled superior or inferior simply due to their race or genetic makeup, nor be held responsible for actions taken by others with similar traits. Such teachings interfere with our constitutional duty to support and maintain a thorough and efficient system of public education to serve the needs of the Commonwealth.”

-from the legislative *Memorandum*

**Last action:** Referred to House Education Committee on June 7, 2021.

### VI. **HB 951: Statutes of Limitations for Sexual Abuse Victims w/ A00786 (Amendment) providing for language changes**

**Specifics:** Create a 2-year window for civil lawsuits to be filed. If under age 18 when incident/abuse occurred, add 37 years to age for eligible time period to file; if ages 18-24 when incident/abuse occurred, individuals would have until they reach age 30 to file civil action.

**Last action:** removed from the Senate Table, June 25th, 2021.

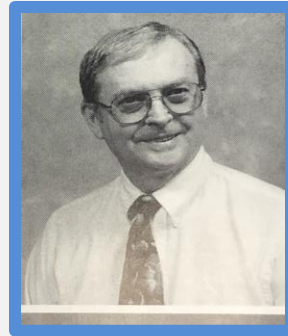
“Removed from the Table” ---up for possible consideration and may be placed on the Chamber’s legislative calendar this fall.



## IN MEMORIAM

*Daniel J. Dwyer, Sr.*

1945-2021



Dan Dwyer and I got to know each other very well in the late 90s. It seemed like for several years in a row, we both had 2nd period prep. We'd meet up in the faculty cafeteria. Dan would always bring the donuts and I would supply the entertainment. At that time, I was a Reader's Digest Subscriber, and they would always have a vocabulary quiz. I also owned dozens of trivia books that I would bring in. Other teachers would often stop in and participate, but Dan and I were the mainstay of that group. In addition, he and I also went golfing together on several occasions. Neither he nor I was a great golfer, but we just enjoyed getting out and relaxing.

Dan taught at Father Judge for 42 years. Dan was a gentle soul. His students loved him, and everyone on the faculty liked him.

Dan's son said they were visiting the Grand Canyon and heard somebody yell out: "Hey Mr. Dwyer! One of his students was in Arizona and saw him from a distance." If you took a poll of every person who knew Dan in any capacity, I don't think that you would find one person that had anything negative to say about him. There aren't many people in this world for whom you could make that statement. Conversely, for all the years and time that we spent together, I don't ever remember him speaking ill of any other person. He was a Christian Gentleman through and through.

Many times you get to know a person and form an opinion. Then you talk to people who live with them, and you get an entirely, less rosy opinion. Ironically, as much as I loved Dan, apparently, the opposite is true. He was even better. This can truly be appreciated by reading this excerpt from the eulogy that his son wrote for him: "*But the greatest thing Daniel Dwyer ever did...was be my dad, and to be Dan's dad.*"

*I volunteered and taught in a grade school class in Wilmington, DE in my 20's...because of my dad. I coached youth sports for 25 years because of my father. I sing because of my father, I hold the door for strangers, pull out chairs, and let others go first, because of my father. I tell bad dad jokes because of my dad. I try to be generous and selfless because I want to be like him. He is why I am a great brother. I am a great best friend, because of my father. I am a great husband and companion because of my dad. I wanted to be a dad, because of my father, and not just any dad...I wanted to be the best dad. I can only hope I will be a wonderful grandfather like him as well. Now that he is gone...this wonderful man, the humble role model, a first ballot hall of famer, my hero, I can only hope when my time comes, that I will be an angel like my father as well."*

Continued on Page 5



*IN MEMORIAM* ..... *Daniel J. Dwyer, Sr.*

Here at Father Judge, we teach students to Live Jesus. We live by the maxims of our Patron Saint: St. Francis DeSales, The Gentleman Saint. Ironically, without realizing, we had a genuine Gentleman Saint living in our midst all those years. Saint Daniel Dwyer, Pray for us.

*Written by: Mike Fiocco  
Father Judge High School*



*IN MEMORIAM  
William Fox, Jr.  
1951-2021*

Many of us knew Bill Fox and most of us have recently read about his

outstanding career as a basketball coach and mentor at Father Judge High School. I knew Bill as a colleague at Archbishop Ryan High School. Toward the end of 1988, it was announced by the Archdiocese that the two Ryan High Schools would fully merge at the beginning of the 1989-90 school year. As some of you may recall, these were two separate and distinct schools with different administrations. Bill was a member of the Ryan Boys' Business Department, and I was a member of the Ryan Girls' Business Department. The majority of us were anxious about the new situation we would be facing with the unification. When the departments finally met at the first joint department meeting, Bill was chairperson of the Boys' Division. Bill put everyone at ease with his pleasant personality, easygoing disposition, and engaging smile. These qualities enabled our department to have a smooth transition and a well-blended department.

It is important to note that Bill cared about his students and their studies. He treated each student with kindness and respect. He wanted them to have an enjoyable learning experience in a pleasant classroom environment. Bill was a true gentleman and a pleasure to work with. Bill, you will be missed by your many friends and colleagues at ARHS.

*Written by: Bonnie Casey  
Retired Faculty Member ARHS*

*+ Rest in Peace +*

*+ James Martin, retired, Conwell-Egan High School +*

## IN MEMORIAM

**Bill Fox, Jr.**  
**1951 - 2021**

When I arrived at Father Judge High School in September of 1994, I was a 40 year old 1st year teacher in the system. That's the day I met Bill Fox. I walked into the Main Office nervous and sweating in my suit and tie. Nadine McCaffrey, our school secretary, introduced me to Bill. He smiled, looked me in the eye and shook my hand firmly. This day changed my life.

Bill walked with me around the school introducing me to any and everyone we met. Bill greeted each person we met with the same smile and firm handshake. This set the tone for me. I could tell everyone we met respected Bill and he respected them. He treated all staff and students with the utmost respect. I would learn later that Bill was just emulating our patron saint, St. Francis deSales the Gentleman saint. I knew if I were to succeed at Father Judge, I needed to adopt these same qualities. I am not saying I didn't treat people with respect before arriving at Judge, what I am saying is that it now had to be my main focus. Bill put everyone else before himself.

As the Business Education Department Chair, Bill gave our department direction while keeping things light. Let's face it, if you knew our department, that was the only way to make things work and keep his sanity. We had fun. Bill's department meetings were focused on the business at hand but he never jammed us up. He allowed our personalities to shine through. He gave each of us a voice. Some used it more than others but like I said previously we had fun. He always had a box of Dunkin Munchkins for us. When I later became Chair, I knew Jim "Duck" McDonald had a thing for cream donuts from Holmesburg Bakery so each month I made a quick stop at the bakery before our meetings. I too kept the meetings light. We laughed and took care of business. Bill taught me how to be the Business Education Department Chair at Father Judge. He taught me what I needed to be successful. He demonstrated yet another one of our Salesian Virtues, Patience!

Family was very important to Bill. He was devoted to his wife, four children and eight grandchildren. He also thought about Judge families as well. Neither Bill nor I attended Father Judge but when we joined the Judge faculty, we were adopted into the Judge family. Back in 1997, my son Geno was a freshman at Saint John Neumann High School. At the time, Bill was working with the Department of Recreation handling the Phillies game day give-away promotions at Veterans Stadium along with another Judge staple, Bill Koch. They had a ton of Judge students working the gates. From our conversations, Bill knew my son was a big baseball fan so he asked if Geno and a couple of his friends would like to join his crew. The boys jumped at the chance. That was Bill Fox, always thinking and caring for others. Yet another example of a Salesian Virtue - Thoughtful Concern for Others.

As you can see Bill Fox was a fine Salesian Gentleman. He was devoted to his family and the Father Judge Community. He will truly be missed.

Thank you, Bill for all you taught me!

Written by: *Gene Carboni*  
*Retired, Father Judge High School*

## IMPORTANT SUMMER INFORMATION

**OFFICE HOURS:** Beginning June 21, 2021 and ending on September 3, 2021, the ACT Office will operate on a summer schedule. **The hours of operation will be Monday through Thursday, 9:30 to 3:30 and Friday 9:30-3:00.**

**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.

**INSURANCE CARDS** - If you are in need of a new dental, medical or vision card, contact Ginny at [ginny@act1776.com](mailto: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](http://www.freedomcu.org). The phone number for the Freedom Credit Union is 215-612-5900.

## MOREYS PIERS, WILDWOOD, NJ

Members of ACT are able to purchase Moreys Piers tickets at a discounted rate by logging onto [www.moreyspiers.com/corporate-codes](http://www.moreyspiers.com/corporate-codes) and entering **1776** for the login ID.

### **The discounted rates are as follows:**

- Ride and Waterpark Flex Ticket \$84.15 (regular price \$99).
- Ride and Waterpark Same Day Ticket \$75.65 (regular price \$89).
- Waterpark ticket only \$50.15 (regular price is \$59).
- Amusement Park ticket only \$50.15 (regular price \$59).

## MOVIE TICKETS

The 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](http://www.act1776.com).** Please enclose a stamped self-addressed envelope with your order,

# Protect yourself from the seasonal flu



**One of the most critical steps you can take in staying healthy is getting your flu shot. Each year thousands of people are hospitalized because of complications from the flu. That's why we encourage all our members to get their annual flu vaccination.**

It's also important to remember that the flu and COVID-19 may present similar symptoms but are very different viruses. It's more important than ever to stay up to date with the available immunizations that keep you healthy, including your flu shot.

Please note, Independence continues to cover COVID-19 vaccination administration at no cost-share.

## Seasonal flu shot coverage

The cost and payment method of getting the flu shot depends on the plan you have and where you choose to get it. Below is a list of where you can get the flu shot:

- HMO, POS, and Keystone 65 health plan members can receive the flu shot at any eligible in-network provider; PPO health plan members can receive the flu shot at any eligible provider both in- and out-of-network
- Participating MinuteClinics® at CVS pharmacies, RediClinics® at Rite Aid pharmacies, or other retail-based clinics in accordance with your standard benefits plan
- Vaccination clinics organized by local health departments and other private settings (e.g., place of employment)

For locations or providers offering flu vaccinations near you, visit [ibx.com/findadoctor](https://ibx.com/findadoctor) and type in *flu*.

## Seasonal flu reimbursement

If your plan includes coverage for immunizations and you paid for your influenza vaccine, you may submit a *Seasonal Influenza Reimbursement Form* for reimbursement of up to \$50. For a copy of the reimbursement form, [visit ibx.com/flu](https://ibx.com/flu).

If you do not know if your plan covers immunizations, you may call Customer Service at the number on the back of your ID card.

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.

**Independence** 

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\* Refer to your plan benefits for how virtual care services from MDLIVE are covered.

envelope with your request.