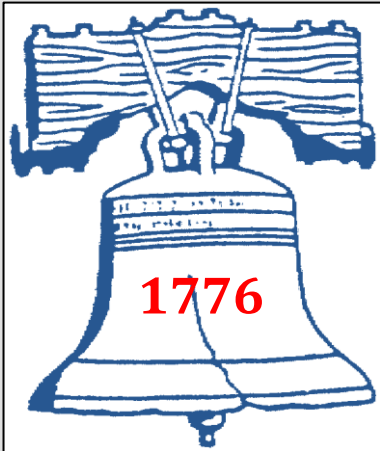


# THE

The Newspaper of Local 1776  
The Association of Catholic Teachers



# SPIRIT

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Fax 215-568-8270 - email ([act@act1776.com](mailto:act@act1776.com)) - website ([www.act1776.com](http://www.act1776.com)) **AUGUST 2022**



## *From the President's Desk*

### **NEW SCHOOL YEAR NEW CONTRACT**

Welcome to the 2022-2023 school year. I don't know where the summer went, but I hope that you found lots of time to relax and rejuvenate. Now it is back to work with what will, hopefully, be an even more "normal" school year.

With the new school year comes a new contract. As you know, the one-year Agreement was ratified at the June 14<sup>th</sup> General Membership Meeting. Since negotiations were completed using an early bird format, the only changes in the new Agreement occurred in salaries and stipends. All returning teachers will be receiving a \$2200 salary increase. Department heads, TV Directors and moderators of major as well as 40-hour activities will receive increases in their stipends.

In addition, for the 7<sup>th</sup> year in a row, there will be no increase in your medical contribution.

Also, there were no changes in any of the other contractual language. The articles and sections related to your working conditions and all other benefits remain intact.

*(Continued on Page 2)*

## FROM THE PRESIDENTS DESK

(Continued from Page 1)

The one-year Agreement means that ACT and the System will be negotiating a new contract for the 2023-2024 school year and beyond. I encourage all of you to get involved in the Negotiations Process. As part of the process, you will be asked to complete a contract survey. This is extremely important since your surveys are what guide the ACT Negotiating Team in writing the proposal that ACT will present to the System when Negotiations open. You will also be asked to consider nominating yourself for the ACT Negotiating Team. More information on both the surveys and the Team posting will be disseminated later in the first semester.

This school year will be an election year for the ACT Executive Board. Eight of the twelve positions—President, Vice President, Executive Secretary, Treasurer, Legislative Representative, and three Members-At-Large—will be elected in November. The four Area Vice Presidents will be elected next May.

All ACT members are eligible to run for an Executive Board position. Please consider nominating yourself. If elected, you would become part of the Union leadership. Among other duties and responsibilities, you would help to determine policies and positions regarding contractual issues and, in addition, determine how the Association will operate.

ACT members are also eligible to nominate themselves for the Nominations and Elections Committee. This very important Committee will address all matters related to both the Fall and Spring elections.

More information about the November Executive Board election and the Nominations and Elections Committee will be sent to all members in September. Again, please consider becoming involved in your Union.

After a two-year hiatus due to COVID safety protocols that were in place in the schools, ACT will be resuming its in-person school visits. I look forward to seeing and talking with you during my visit. The schedule for the visits will be published in September.

COVID will, more than likely, continue to affect the new school year. If you have not been vaccinated, I encourage you to do so. If you have been vaccinated but not boosted, please consider receiving the booster shots, especially, in light of the current variants. The latest booster should be available very soon. We all need to work together to keep ourselves, our families, our colleagues, and our students as safe as possible.

Finally, I want to thank you in advance for all you will do every day throughout this school year to make it a successful one for you and your students.

Ginny and I are in the ACT Office to help and support you. Please reach out to either one of us at any time with any questions or concerns.

My best wishes for a wonderful school year.

*Irene*

**THE APPROPRIATE USE OF TECHNOLOGY  
FOR THE 2022-2023 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 past two school years, all of us experienced the benefits and, in some cases, the detriments of 21<sup>st</sup> century technology. With a new school year upon us, it is more important than ever to remind everyone to use technology wisely, both professionally and personally.

At the beginning of this 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 case, job-threatening action.

In starting a new school year, 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*

## **SALARIES AND STIPENDS 2022-2023 SCHOOL YEAR**

**STARTING SALARY:** The starting salary for the 2022-2023 school year is \$42,200.

**SALARY:** There is a pay increase of \$2,200 over the 2021-2022 salary.

**DEPARTMENT CHAIR STIPEND:** The Department Chair Stipend for the 2022-2023 school year is \$3,225.

**EXTRA-CURRICULAR ACTIVITIES STIPEND:** Schools with enrollment less than 800 - \$2,575; Schools with enrollment 800 or more - \$2,775.

**TV DIRECTORS STIPEND:** The TV Directors Stipend for the 2022-2023 school year is \$2,050.

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### **IMPORTANT SALARY INFORMATION**

The [final paycheck](#) for teachers, who were paid over twelve months, in the 2021-2022 school year is [September 2, 2022](#).

The [first paycheck](#) for the 2022-2023 school year will be on [September 16, 2022](#).

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### **ACT UNION DUES FOR 2022-2023**

The Union Dues for the 2022-2023 School Year are \$621.18. For those on Check-off, the deduction will be \$29.58 per pay starting with the September 16, 2022 pay and ending with the pay of June 23, 2023.

## **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.

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## **FIRST ALERT**

Educational Grant Forms will be posted in all schools and on the ACT Website on September 15, 2022.

## **CONGRATULATING OUR NEW RETIREES**

*Congratulations* to the following ACT members on their retirement from the Secondary School System: *R. Kevin Ball* (Archbishop Ryan), *Anne Barr* (Msgr. Bonner-Abp. Prendergast), *Maureen Dwyer* (Father Judge), *Barry Kirsch* (Archbishop Carroll), *Anthony Inverso* (Lansdale Catholic), and *Sheila Tobin* (Msgr. Bonner-Abp. Prendergast)

*Best Wishes for a Happy and Healthy Retirement!*

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## **ACT WEBSITE**

All teachers are asked to logon to the ACT Website ([www.act1776.com](http://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. 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](mailto: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.

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## **+ Rest in Peace +**

Donato "Danny" DeSimone, Retired, Bishop Kenrick High School

Dr. Joseph Halloran, Archbishop Wood High School

Carol Snowden, Retired, Saint Hubert High School

Stanley Zaleski, Retired, Father Judge High School

## IN MEMORIAM



### CAROL SNOWDEN

1945-2022

When I first entered St. Hubert's as a young student-teacher, the first person I met was Carol Snowden. She welcomed me and immediately made me feel at home. Within an hour I felt I knew Carol for 30 years. That was her way—she made everyone feel glad that their paths crossed hers.

Carol was my department chair in Social Studies for the first 15 years of my career at St. Hubert's. She was always there to lend a helping hand or offer an encouraging word. All of us in the department could go to Carol for anything and she would do her best to accommodate us, whether it was an idea for class or what we wanted on our preference forms. The best thing was she kept our department meetings short and sweet.

Carol was at St. Hubert's for what seemed like forever. She was a proud alumna (Class of 1963) and was fortunate enough to be hired at St. Hubert's on May 31, 1967—a week after graduating from Immaculata (although she actually began teaching the following September). Carol was proud of the fact that she was at the top of our school seniority list and essentially worked for every principal in the school's history up until her retirement in 2016. I think Carol had a million stories about her time at St. Hubert's that were either poignant, informative, or downright hysterical ("The Streaker" story was a classic).

Teaching and family were Carol's passions. I never met anyone who was as organized and prepared as well as Carol. She was a master teacher who especially enjoyed World History and Geography. She also had an encyclopedic knowledge of the British Royal Family and would have given Ken Jennings a run for his money had she ever decided to go on Jeopardy. Carol was also devoted to her mother, sister, and nieces. Every year she attended "Grandparents Day" at her nieces' school, an annual event that was never to be missed.

Carol was also a person of great faith. She lived a good Catholic life and was active at Resurrection parish, serving on the parish council, teaching CCD, and being an extraordinary minister. I think Carol knew the feast day of every saint and she especially loved Saint Ann. In fact, Carol gave me her statue of St. Ann just before she retired. It's still in my classroom today.

Every morning Carol and I would meet in the Social Studies Center for coffee and talk about everything under the sun. Whenever the discussion turned to pop music, Carol insisted that there was no good music made after 1963!! Finally, Carol loved her students. I don't think she could go anywhere in Northeast Philadelphia and not encounter a former student, and they all spoke fondly of her. That is her legacy.

I learned so much about teaching from Carol, and I am better for having known her. The world is a bit lonelier now that Carol has passed, but she will be remembered forever.

*Written by: Rich D'Ambrosio  
Saint Hubert High School*

## IMPORTANT INFORMATION

**OFFICE HOURS:** Beginning September 6, 2022, the ACT Office will return to its normal schedule. **The hours of operation will be Monday through Thursday, 9:00 to 4:30, and Friday 9:00-4:00.**

**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.

## EMPLOYMENT OPPORTUNITY AVAILABLE

### **Teaching Assistant – Part Time Permanent Positions**

St. Katherine School  
930 Bowman Avenue  
Wynnewood, PA 19096

211 Matsonford Road  
Radnor, PA 19087

Our Lady of Confidence  
314 Easton Road  
Willow Grove, PA 19090

655 York Road  
Warminster, PA 18974

The Archdiocese of Philadelphia is hiring Teaching Assistants for their Special Education Schools at St. Katherine School and Our Lady of Confidence.

A teacher Assistant should enjoy working with children and be committed to the philosophy and ideas of special education.

**Responsibilities:** Supervise independent activities with small groups, work with individual children to review and reinforce lessons, supervise the transition of small groups of children to different rooms or activities, assist in personal hygiene of students that may include toileting, washing, lifting and carrying, supervise lunchroom, outside activities, and field trips, check students work and assessments, help with student documentation, and assist in preparing lessons.

Working hours for assistants are 27.5 hours per week, 5.5 per day (inclusive of a 30-minute lunch) between the hours of 8 am – 3 pm, which varies by location.

Candidates interested in being considered for a position in the AOP Special Education Schools should send documentation along with resume to Dr. Danielle Heeney, Director of Special Education at [dheeney@archphila.org](mailto:dheeney@archphila.org).

PA required clearances, Safe Environment Certification and high school diploma or GED will be required before employment can begin.

US Work Authorization is required for employment.



## ENJOY THE REMAINING DAYS OF SUMMER



*The ACT Executive Board and Staff wish you and your Family a happy and safe Labor Day Weekend!*

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### **ACT Contact Information**

Association of Catholic Teachers  
Local 1776  
3070 Bristol Pike, 2-101  
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