

THE

SPIRIT

OF

'76

The Newspaper of Local 1776
The Association of Catholic Teachers

50 Years Strong
1966-2016

1700 SANSOM STREET – SUITE 903 – PHILADELPHIA, PA 19103 – 215-568-4175 – VOLUME XXXVIII-NO.8
Fax 215-568-8270 – email (act@act1776.com) - website (www.act1776.com) **April 2018**

From the President's Desk

CONTRACT NEGOTIATIONS 2018: WE ARE OFF AND RUNNING

On April 10, the Association and the System opened talks for a new Labor-Management Agreement. Both parties gave an Opening Statement and, then, exchanged contract proposals. (ACT's Opening Statement is reprinted on Page 3.) Our first working session took place on Monday April 16.

Once again, all Articles and Sections of the contract are open. Once again, the System is seeking to add more work time and delete more hard-won benefits.

ACT Members voted unanimously at the April 5 General Membership Meeting for what they wanted and, more to the point, what they did not want to see in a new Labor-Management Agreement. You can determine from the list that follows where the System's Proposals fall:

(Continued on Page 2)

SOME SYSTEM PROPOSALS FOR 2018

- 1) Teachers whose Certification lapses would lose their tenure
- 2) LSI to be added to the Evaluation Criteria
- 3) Department Heads would no longer separately evaluate teachers. They would evaluate in certain domains and give their information to administrators who would write the evaluation.
- 4) Teachers out on Extended Sick Leave due to accident or illness would be responsible to pay the entire Medical Premium.
- 5) Teachers in schools with fewer than 600 students could be given three preparations. Teachers in schools over 601 could be given two preparations
- 6) In addition to staying 15 minutes after the last bell of the school day, teachers would be required to be present 10 minutes before homeroom/first period.
- 7) In addition to the 10 Faculty Meetings and 10 Department Meetings each year, there would be 10 Professional Learning Community Meetings that could be scheduled to last 1 hour beyond the normal school day.
- 8) Department Heads would only be appointed for departments of 3 or more full-time teachers.
- 9) Department Head Term Limits: 2 Terms for Full DH (8 years) and 3 Terms for Acting DH (6 years).
- 10) Salary bimonthly paid on the 2nd and 4th Friday.
- 11) Medical Plan changes if premium increases by 3% or Consumer Price Index, whichever is higher.
- 12) Medical Plan premium may be increased if the rate exceeds 3%.
- 13) Raise of \$500.00 – opening proposal
- 15) 1 Year Contract.

I am extremely sorry to report that the System has, once again, inserted language that will weaken the Managerial Prerogative Clause, Article I, Section 8. Our Labor-Management Agreement has stood strong for 50 years. Our Union has stood strong as well. Any attempt to lessen the Association's ability to ensure that the System follows the terms of the Agreement will be and must be prevented.

The ACT Negotiating Team will do all that is possible to complete negotiations by the end of the school year. As you see from the above proposals, this will not be an easy task.

The Team will keep you updated on any progress that is made. As always, we ask for your prayers for both Teams as we work toward an Agreement that is fair and just to all parties.

Rita

ACT OPENING STATEMENT

NEGOTIATIONS 2018

Given by ACT President, Rita C. Schwartz

The Association of Catholic Teachers comes to the table today to negotiate in good faith our 23rd collective bargaining agreement with the Secondary School System.

This year marks ACT's 50th anniversary as the sole and exclusive bargaining representative for the lay teachers in the Archdiocesan high schools.

As I have often said, over the many years the Association and the System have been working together, the relationship has been a positive one. There have been some rather interesting glitches along the way, but, overall, there has been an atmosphere of mutual respect as well as respect for our teachers, the Labor-Management Agreement and the labor-management relationship.

The proposal that the Association brings to the table today was unanimously approved by the members of ACT at our April 5th General Membership Meeting. The members made it very clear at the Meeting as well as in the surveys they submitted that it was not so much what they wanted as it was what they did not want in a new Agreement.

As we begin today, it is the desire of our members and our Negotiating Team that both parties to the Agreement work very hard to complete negotiations by the end of the school year. We truly feel that this will be in the best interest of our parents and students as well.

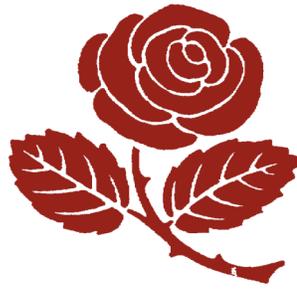
However, the contract, whenever completed, must be approved by the ACT membership. It must meet their needs as Catholic school teachers and the needs of their families.

As all of us are aware, the students are our reason for being in the classroom. Therefore, if we can meet the needs of the teachers in the new collective bargaining agreement, the teachers will then be better able to do their job – meeting the needs of their students.

50 YEARS

OF

SERVICE



A

GOLDEN

ANNIVERSARY

THE ASSOCIATION OF CATHOLIC TEACHERS

congratulates its members who are celebrating their
50th year of service to the Secondary School System
of the Archdiocese of Philadelphia.

Patricia Martín

Thomas McKeever

25 Years of Service - A Silver Celebration

THE ASSOCIATION OF CATHOLIC TEACHERS

congratulates its members who are celebrating their
25th year of service to the Secondary School System
of the Archdiocese of Philadelphia.

Stephanie Belefonte

Susan Devlin

Mary Green

Stacia Ficarro

Eileen Hildenbrand

Ann Tracy Lyman

Eugene Murphy

Sean O'Hara

John Pensabene

Joseph Sinclair

Randy Voldish

First Semester Evaluation Data

The data is finally in for the first semester 2017-2018 Evaluations.

TENURED TEACHERS: 96% are Distinguished or Proficient.

NON-TENURED TEACHERS: 81.37% are Distinguished
or Proficient

Congratulations to all.



SENIORITY LISTS POSTED

(for school only)

Article V, Section 1b states “On or before April 1 of each school year, the Secondary School System shall supply to the Association and shall post in each school a complete listing of all full-time teachers in that school including those on approved leaves of absence arranged according to school seniority.”

“Teachers shall have until **May 1** to call attention in writing to errors or file grievances with the local school administration concerning their positions on the seniority roster.”

Sabbaticals Awarded For 2018 -2019 School Year

Two ACT members have been granted a Sabbatical Leave for the 2018-2019 school year. One full year sabbatical is available. Two teachers are receiving one semester each. The Sabbatical Leave Committee members from ACT were Theresa Lazorko (Roman), Thomas McKeever (Roman), and Irene Tori (ACT Staff). Representing OCE were Dr. Patricia Rigby (Asst. Superintendent for Secondary Education) and James Molnar (HR Manager for Secondary Schools.)

The Association extends best wishes to the following recipients:

Kevin Lutz (15 years) – Archbishop Ryan High School (one semester)

Donna Caruso-Cratin (23 years) – Bishop Shanahan High School (one semester)

RETIREMENT SEMINAR FOR TEACHERS

There will be two retirement seminars for teachers who plan to retire either this year or sometime in the near future. Paul Thompson, pension plan administrator, will be the guest speaker. Representatives from the Office of Catholic Education, Educational Financial Services, and the Association of Catholic Teachers will be on hand to answer any of your questions. The seminars will be held at 3:30 PM on **Wednesday, May 9, 2018 at Cardinal O'Hara High School** in the Ministry Center and on **Monday, May 22, 2018 at Archbishop Ryan High School** in the North Lecture Hall located on the second floor, rear hallway.



ACT Negotiating Team

Theresa A. Lazorko (Roman)

Thomas Imburgia (O'Hara)

Rita C. Schwartz (ACT President)

Irene Tori (ACT Vice-President)

2018 Association of Catholic Teachers

John J. Reilly

\$500.00 Scholarship Awards

Our 9th Grade Scholars – Class of 2021

Michael Gross - Monsignor Bonner &
Archbishop Prendergast

Michael Young - Archbishop Carroll

To be Announced - Conwell-Egan

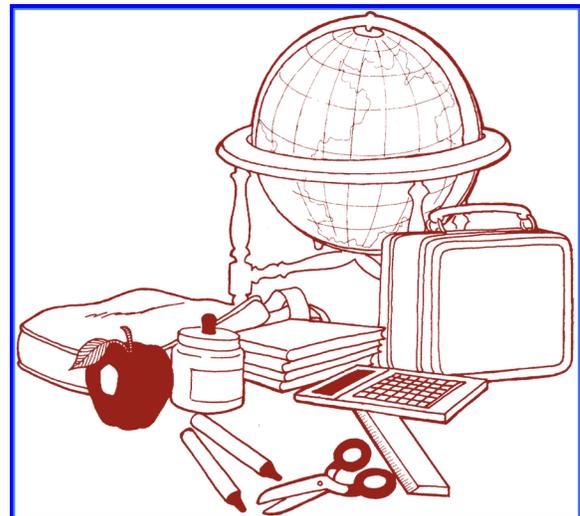
Brianna Boughton - John W. Hallahan –

Allison Carley - Saint Hubert

Daniel P. Fierimonte - Father Judge

Alexa Rae Fretz - Lansdale Catholic

Faith Cruz - Little Flower



Romolo Bruno – Bishop McDevitt

Jenna Ribikauskas - Sts. John Neumann & Maria Goretti

Vivian Chen - Cardinal O'Hara

Gabrielle Piccirilli - Pope John Paul II

Nathaniel Butler - Roman Catholic

Dana Bell - Archbishop Ryan

Alexis Ocampo - Bishop Shanahan

To be Announced - West Catholic

Erin E. Kafel and *Leighann A. Kafel* (tie)- Archbishop Wood



A FEW NOTES OF THANKS

From: John J. Reilly Scholarship Award Winners

“Each year, the Association’s Executive Board awards a \$500 Scholarship to the 9th grader in each Archdiocesan high who has the highest general average as of the end of the first semester. If that student is already on scholarship, it is given to the highest student not receiving financial assistance. The \$500 Scholarship is sent to each school to be applied to the student’s 10th grade tuition.”

Dear Rita C. Schwartz and the Association of Catholic Teachers,

Thank you for selecting me for this wonderful scholarship. It is greatly appreciated and I will continue to work hard in my studies.

*Sincerely,
Dana Bell
Archbishop Ryan High School*

Academic Excellence Academic Excellence Academic Excellence

Dear Ms. Schwartz,

I am writing to thank you and the Association of Catholic Teachers for the scholarship that you have given me. I am really enjoying my first year at Bonner-Prendie. I appreciate everything the teachers do to help me achieve.

*Thank you,
Michael Gross
Monsignor Bonner – Archbishop Prendergast High School*

Academic Excellence Academic Excellence Academic Excellence

Dear Ms. Schwartz,

Thank you very much for this scholarship! Your contribution toward the continuation of my education means a lot to me and my family. I will continue to work hard at class, and thank you again.

*Sincerely,
Alexis Ocampo
Bishop Shanahan High School*

TEACHERS IN THE NEWS

Congratulations to Sharon Cornwall, Teacher and Science Chair at Little Flower Catholic High School for Girls. Sharon, who in 2016 was inducted into the Little Flower Alumnae Association as an honorary alumna along with fellow colleagues, Arnold Ronzoni and William Kuhl (retired) in recognition of their years of service, is now being inducted into the LF Hall of Fame on May 9, 2018. Below is a copy of Sharon's biography that was given to faculty and alumnae.

BIOGRAPHY OF SHARON CORNWALL

After a career in research at the University of Pennsylvania and in chemistry at Rohm & Haas, followed by time as a stay at home mom, Sharon began teaching at Little Flower in 1989. She has been empowering our young women ever since! In her time here, Sharon has taken on many roles. She led Zumba classes, moderated National Honor Society and the Garland Yearbook, and organized student volunteers for the Broad Street Run.

One of Sharon's most recent student activities is Sea Perch, a competition in which students design, construct, operate and "market" a remote-controlled, underwater robot. After school, Sharon can be found in the science lab over-seeing students as they build or in the computer lab where they create their "company" presentation to sell their robot. This year the Sea Perch team placed 6th out of 27 teams.

Sharon is also a mobilizing force in her community: Gardening at the Hunting Park Community Garden, tutoring at Inn Dwelling, visiting and preparing meals for Aid for Friends and serving as lector, Eucharistic Minister, Pastoral Council member and Stewardship Committee member at St. Albert the Great. And, as a loving mother, grandmother, wife, sister, daughter and friend, Sharon is the central unifier of the family. She is always the first person there to celebrate a birth or victory, grieve a loss, offer advice or just listen during difficult times. We are lucky to have Sharon as our Science Department Chair and teacher to help form our students into strong, independent, faith-filled, young women.



Students at Little Flower Catholic High School for Girls were, once again, well represented at the Philadelphia Flower Show. LF students had 8 of their 15 plants receive awards ranging from 2nd place to honorable mention. Students from Noreen Diehl's Art classes and Sharon Cornwall's Biology classes participated in the competition with Noreen, Sharon, and Vanda Menna, World Language teacher, and moderator of the Green Thumbs Club, acting as advisors. Science teacher, Carol Dauerbach, and Kay Meng, the principal's administrative assistant, also submitted entries into the competition. Congratulations go out to everyone involved! Great job!

TEACHERS IN THE NEWS

Congratulations to Carole Anne Dominello (Bishop McDevitt High School) on her initiation into the McDevitt Hall of Fame as a Legend of McDevitt.

BIOGRAPHY OF CAROLE ANNE DOMINELLO

Mrs. Dominello is in the midst of her 58th year in Catholic Education. She began her teaching career in the grade schools in 1960. In 1970, she moved onto high school at Bishop Conwell where she had a dual role as teacher and Guidance Director. While her McDevitt teaching career began in 1976, her history goes back to the school's very beginning. She was present at the meetings with Bishop Graham and the Archdiocesan lawyers to put Bishop McDevitt High School in Wyncote.

As Carole Anne will tell you, she has seen and done (almost) everything at McDevitt. She has taught Honors Biology, AP Biology, Senior English, and Health. She moderated boys' and girls' basketball teams and the girls' field hockey team. Through her title as Guidance Director, she is the Coordinator of the SAP team; Chairman of the Guidance Advisory Committee for the Archdiocese of Philadelphia; supervises Guidance interns from Villanova University, Penn State University, Arcadia University, Holy Family University and Chestnut Hill College; established the Youth at Peace Program in 1995 with Rev. Paul C. Brandt; and is Chairman of the Drug and Alcohol Commission in Bucks County for Parochial Schools.

Carole Anne has earned numerous awards throughout the years, such as **The Benjamin Rush Award** from the Philadelphia Psychiatrists, **Citizen's that Care** from Abington Township, **Eta Sigma Gama Honor Society** from Temple University, **Youth At Peace Award** from Cheltenham Township, and the **Smoking Cessations Program Award** from the Montgomery Intermediate Unit.

Congratulations to Thomas Imburgia (Cardinal O'Hara High School) on his election to the St. James Alumni Association Wall of Honor. A formal induction will take place in the fall. Congratulations, Tom!

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.

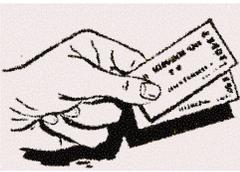
Every teacher was provided with a username and password for the ACT Website. (New teachers will receive their log-on information in their welcome packet.) If you do not have this information, please contact Ginny at the ACT Office at 215-568-4175 or email her at ginny@act1776.com and she can provide 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.

An Additional Note of Thanks . . .

Dear Ms. Schwartz,

We would like to extend thanks to you and the Association of Catholic Teachers for the scholarship being awarded to our son, Michael. We are proud of his accomplishments and grateful for everything that Monsignor Bonner & Archbishop Prendergast High School is doing to educate Michael and enrich his high school experience. We are equally grateful to the Association for your recognition and support of his efforts. Thanks again very much!

*Regards,
Bob & Kate Gross*



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 \$8.75 per ticket.** If you are interested in purchasing tickets, please send a check payable to the Association of Catholic Teachers with your request. Please enclose a stamped self-addressed envelope with your request.

RETIREES ROUNDTABLE

Retired ACT Members are invited to attend a

Retirees' Luncheon

May 16, 2018
12: 00 – 4:00 PM



to be held at

Randi's Restaurant & Bar
Grant Plaza
1619 Grant Avenue
Philadelphia, PA 19115

Ticket price is \$20 per person.
You may bring a guest.

An order form is posted on the ACT Webpage at www.act1776.com.

Your order form along with payment is due by May 1, 2018