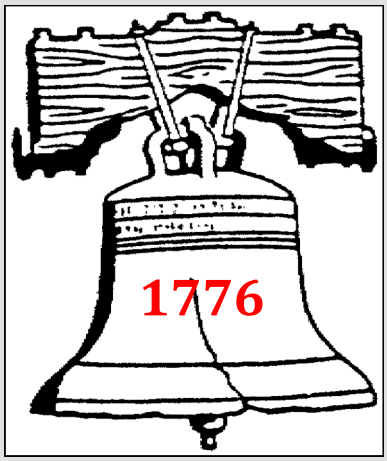
THE SPIRIT OF '76

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.3
Fax 215-568-8270 – email (act@act1776.com) - website (www.act1776.com) November 2017

From the President's Desk

'TIS THE SEASON TO BE THANKFUL

At this time of Thanksgiving, I always take a moment to thank God for the many blessings He has given to me, not only in my personal life, but, as well, in my life as President of ACT.

I have much to be thankful for, and I will get to that a little later in this article. There are, unfortunately, a few items that have made me less than happy thus far this school year.

I am not thankful at the moment that, after almost a month, there has been no response from the System on the Association's request for Early Bird negotiations. Our teachers do not need another down-to-the-wire summer. The parents of our students don't need it either.

I am, definitely, not thankful for the new payroll service that has been making a mess of teachers' checks since September. Whether it is salary mistakes, incorrect medical deductions or non-deducted dues and service fees, many of our teachers' checks were wrong and more than once. ACT appreciated the work done by the people in the Office of Educational Financial Services; however, the problems remained in too many cases and the payroll service's inefficiency continued. (CONTINUED ON PAGE 2)

FROM THE PRESIDENT. . .

(CONTINUED FROM PAGE 1)

On November 17, five paychecks in, the Association filed a grievance citing Article XII, Section 1, Article XIII, Section 1b and Article II, Section 1a. The Labor-Management Agreement was violated when teachers were not paid their correct salary or not paid at all, teachers were overcharged for medical premium deductions and teachers' dues and service fee payments were not deducted.

As the grievance remedy, ACT requested that the System's Office of Educational Financial Services "issue a letter of apology to every teacher whose salary, medical contribution or union dues were improperly handled/deducted/calculated."

We also asked that "each school year, the Office of Educational Financial Services issue a paper pay stub with the first payroll check in September, the first payroll check after November 1 and the last payroll check of the calendar year."

The Association hopes that there will be no further problems with teachers' salaries.

Now, to some of the things for which I am thankful.

I am thankful for the members of the ACT Executive Board who give of their time and energy, who help me with the important, not always popular, decisions that need to be made to ensure that our Labor-Management Agreement is followed and respected.

I am ever thankful for Irene who helps both of us retain what little sanity we have as the problems grow exponentially and the time to solve them shrinks daily.

I am so thankful for Ginny who makes my world run so much smoother than it could and for whom nothing I ask is too much.

I am eternally thankful for the members of the Association of Catholic Teachers who constantly make me proud, and who, in the classroom and beyond, always do more than is asked of them.

Best wishes to you and your families for a Happy Thanksgiving.

Rita

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.

New Tenure Provisions

Under the 2017-2018 Labor-Management Agreement, new tenure provisions have been added to Article IV for those teachers who had a previous career in a non-education setting or who are native speakers.

The tenure requirements for those who had a previous career are:

1. *The teacher possesses at least a Bachelor's Degree.*

2. *The teacher has at least fifteen (15) years of experience in a profession that correlates to an academic discipline in an Archdiocesan secondary school.*

3. *The teacher does not possess Pennsylvania State Certification.*

4. *The teacher has completed six (6) years of teaching in the System.*

5. *Of the twelve (12) semesters of evaluation that have been completed, at least eight (8) of those semesters have resulted in Distinguished and/or Proficient ratings, with at least the last four (4) semesters being Distinguished and/or Proficient.*

The tenure requirements for native speakers are:

1. *The teacher possesses at least a Bachelor's Degree.*

2. *The teacher is a native speaker in a Modern World Language and teaches that Modern World Language in an Archdiocesan secondary school.*

3. *The teacher does not possess Pennsylvania State Certification.*

4. *The teacher has completed six (6) years of teaching in the System.*

5. *Of the twelve (12) semesters of evaluation that have been completed, at least eight (8) of those semesters have resulted in Distinguished and/or Proficient ratings, with at least the last four (4) semesters being Distinguished and/or Proficient.*

If you meet either set of criteria, please contact the ACT Office at act@act1776.com. ACT will submit your name to OCE. All information will be verified. When the Office of Catholic Education has determined that you have met the above criteria as well as all other contractual provisions necessary for tenure, a Certificate of Tenure will be issued.

Lancer's Local

Issues or contractual items of interest to
Holy Cross Academy
(Delran, NJ)

Celebrating 60 Years!

Seniority Lists Posted

Article V, Section 1a states "On or before October 31 of each school year, the Secondary School System shall supply to the Association and shall post in individual schools a complete listing of all teachers in the Secondary School System including those on approved leaves of absence arranged according to system seniority and school seniority."

"Teachers shall have until December 15 to call attention in writing to errors or file grievances with the local school administration concerning their positions on the seniority roster."

VOLUNTARY VISION PLAN
OPEN ENROLLMENT

The deadline for enrolling in the **DAVIS VISION PLAN** is Friday, December 1, 2017. **Benefits will go into effect on January 1, 2018.**

Enrollment Information has been emailed to all ACT Members. If you did not receive this email, please contact the ACT Office and we will forward the information to you. **An application form is also available on the home page of the ACT Website at www.act1776.com. There is also a list of covered services posted.**

Please return your application and a check made payable to the **Association of Catholic Teachers** to the ACT Office at 1700 Sansom Street, Suite 903, Philadelphia, PA 19103 **no later than December 1, 2017.**

PLEASE NOTE: Teachers who have Keystone HMO for their medical benefits have a vision benefit already built into their plan and may not need to purchase the Voluntary Vision Insurance. It is advisable to compare the two plans.

MEDICAL RATES
FOR THE 2017-2018 PLAN YEAR
(NOVEMBER 1, 2017 - OCTOBER 31, 2018)

PAYROLL DEDUCTIONS OVER 22 PAYS

(Beginning with the November 10, 2017 pay and ending with the pay of August 31, 2018)

	PERSONAL CHOICE PPO	KEYSTONE HMO	PERSONAL CHOICE HIGH DEDUCTIBLE
Employee	**$ 81.17**	**$ 52.30**	**$40.93**
Employee & child	**$164.22**	**$106.52**	**$83.35**
Employee & children	**$183.27**	**$119.15**	**$93.23**
Employee & Spouse	**$195.50**	**$127.07**	**$99.43**
Full Family	**$214.27**	**$139.18**	**$108.91**

PAYROLL DEDUCTIONS OVER 17 PAYS

(Beginning with the November 10, 2017 pay and ending with the pay of June 22, 2018)

	PERSONAL CHOICE PPO	KEYSTONE HMO	PERSONAL CHOICE HIGH DEDUCTIBLE
Employee	**$105.04**	**$ 67.69**	**$ 52.96**
Employee & child	**$212.52**	**$137.85**	**$107.87**
Employee & children	**$237.17**	**$154.19**	**$120.66**
Employee & Spouse	**$253.00**	**$164.44**	**$128.68**
Full Family	**$277.28**	**$180.11**	**$140.94**

MONTHLY GROUP MEDICAL RATES
FOR RETIREES AGE 65+

(Effective January 1, 2018)

PERSONAL CHOICE 65
Single Coverage: $954.00

KEYSTONE 65 HMO
Single Coverage: $697.00

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.

TO ALL OF OUR VETERANS

THANK YOU
FOR YOUR SERVICE.

BARNES & NOBLE EDUCATOR APPRECIATION DAY

AT NESHAMINY MALL

SATURDAY, DECEMBER 2, 2017

Educators may use their FREE Educator Discount Card to enjoy 25% savings off list price on books, DVD's, CD's gifts, toys, games and more! And, you also benefit from 10% off any delicious café' consumable item from Barnes & Noble Café'.

Special Reading of the Dr. Seuss Holiday Classic: "The Grinch Who Stole Christmas" with an appearance from the Grinch himself!

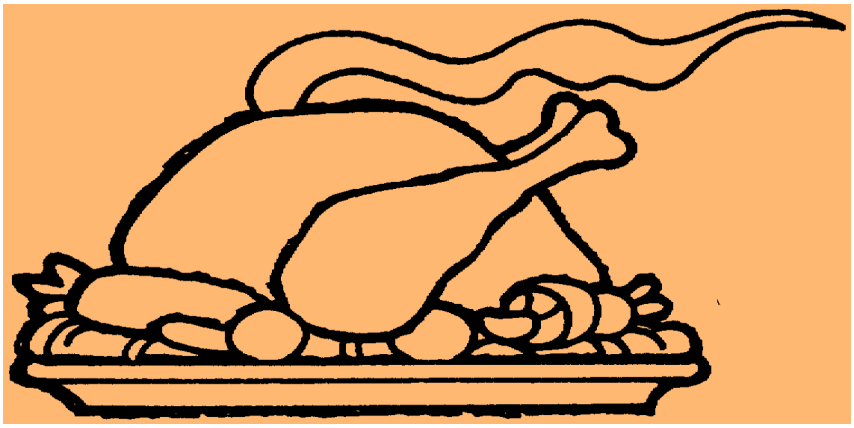
Please note: Appreciation Days vary at different locations.

MOVIE TICKETS

The 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 currently $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. If you will be ordering large quantities, please call Ginny in advance to make sure your request can be filled in a timely manner. Please enclose a stamped self-addressed envelope with your request.

Send your request to: ASSOCIATION OF CATHOLIC TEACHERS,
1700 SANSOM STREET – SUITE 903, PHILADELPHIA, PA 19103

Wishing you
and your family a



Happy Thanksgiving
Rita, Irene, and Ginny

CONTACT US AT
ASSOCIATION OF CATHOLIC TEACHERS
1700 SANSOM STREET – SUITE 903,
PHILADELPHIA, PA 19103, 215-568-4175
act@act1776.com, rita@act1776.com
Irene@act1776.com, ginny@act1776.com