

THE

SPIRIT

OF

'76

50 Years Strong
1966-2016

The Newspaper of Local 1776
The Association of Catholic Teachers

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From the President's Desk

MULTI-YEAR CONTRACT NARROWLY APPROVED

On Tuesday, September 4, the Membership of the Association of Catholic Teachers ratified the 2018-2020 Labor-Management Agreement by the closest vote in the Association's history. The Agreement contains items you, the members, made very clear needed to be in there if a contract was to be approved.

It is a multi-year contract (two-years) for the first time since 2011, and there is no increase in the Medical premium, co-pays or deductibles for the two years. In addition, teachers will receive a raise of \$1,200 each year. Stipends for Department Heads, TV Directors and Computer Resource Persons have increased as have Moderators' Stipends for Major Activities. The student-teacher ratio was reduced by 10 in Study Hall and by 15 in Cafeteria.

The System's proposals deleting Sabbatical, ending teaching competencies, cutting sick day accumulation in half and requiring teachers on Disability to pay the entire premium for their Medical insurance were dropped. The requirement of being at school 10 minutes before the beginning of the school day was dropped by the System at 5:00 A.M. on September 4.

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The language changes that came into the contract starting this year caused some concern and that is understandable, most especially, because they were not well thought out by the System. The Association asked, repeatedly, that they be eased in so that the details could be worked out.

As a result, the Evaluation Procedure is less likely to provide the help and guidance needed, especially for the non-tenured teachers. There will only be one evaluator per semester and that will be an administrator. Department Heads will be asked to evaluate in only two Domains, and this may or may not be reflected on the summative page.

The System's idea is for Department Heads to become coaches, not evaluators. What, exactly, does that mean? Is there a proposal about training these new coaches? No, there is not.

Just a word about our teachers and the Evaluation ratings. For the second semester of the 2017-2018 school year, the data shows that our teachers are overwhelmingly Distinguished and Proficient.

32.7% (141) of the 431 tenured teachers were Distinguished.
62.8% (271) of the 431 tenured teachers were Proficient. If you include the Satisfactory tenured Guidance counselors/Directors and Librarian, the overall percentage of tenured teachers who had at least a Proficient is 96.79%.

For non-tenured teachers, 6.5% (22) out of 337 evaluations were Distinguished; 78.34% (264) out of 337 evaluations were Proficient. When you add in the Satisfactory non-tenured Guidance counselors/ Directors, the overall percentage of non-tenured teachers who had at least a Proficient is 86.05%.

What about the language on being able to assign teachers to three preparations? During the 2017-2018 school year, 157 teachers volunteered for 3 or more preps. That wasn't good enough for the System; they wanted to be able to assign three preps to teachers in the smaller schools. The wording for this is interesting and, again, shows that things were not well thought out. **Beginning in the 2019-2020 school year teachers shall not be assigned classes which require more than three (3) preparations in schools with an enrollment fewer**

VERY IMPORTANT!

Representation May Be Crucial

Article III, Section 2 of the Labor-Management Agreement is short but extremely important. Please pay particularly close attention to what it has to say.

No teacher may be asked to attend a meeting with the school or diocesan administration without a representative of the Association being present if the teacher reasonably feels the meeting could result in disciplinary action against him/her.

Disciplinary action cannot be taken against any teacher unless the teacher has been apprised in writing of his/her right to union representation.

Should you “reasonably feel” the meeting could turn into one that involves you in disciplinary action, immediately get to your Senior Delegate for advice or call the ACT Office if you choose. Don’t let a relatively minor situation turn into a major one because you decided you could “handle” it yourself.

than 600 students. In schools with an enrollment greater than 601 students, teachers shall not be assigned classes which require more than two (2) preparations. Question. What happens if the enrollment is 600 or 601?

The System tells us how rapidly education is changing. The Association and you, the teachers, are well aware of this. However, any changes need to be well thought out. Unfortunately, the System seems to be making it up as they go along.

The Association's job is to ensure that the Contract provisions are followed. The key component in all of this, however, is you. Please contact your Senior Delegate or the ACT Office with any questions or concerns, especially if things happening at your school are not in conformity with the Contract.

Rita

ASSOCIATION OF CATHOLIC TEACHERS EXECUTIVE BOARD ELECTIONS

The following Executive Board offices are open for election this year:

PRESIDENT
VICE PRESIDENT
EXECUTIVE SECRETARY
TREASURER
LEGISLATIVE REPRESENTATIVE
3 MEMBERS-AT-LARGE

Petitions must be filed with the Nominations and Elections Committee no later than October 20, 2018.

A NOTICE OF ELECTION CONTAINING FULL DETAILS
WILL BE POSTED ON THE ACT BULLETIN BOARD ON OCTOBER 1ST.

U.S. SUPREME COURT DECISION ON AGENCY FEE

On June 27, 2018, the U.S. Supreme Court ruled that public sector employees who choose not to become Union members are not required to pay a fair share Agency Fee. Nothing in the decision precludes employees who are non-members from becoming dues paying Union members or consenting to continue to pay a fee to the Union.

The key wording in the decision is “public sector employees”. This decision is not applicable to those of us in the private sector. That is the designation under which Catholic school teachers are listed.

The Janus Decision is short-sighted, anti-Union and totally ignores the fairness issue. The Labor-Management Agreement covers all members of the bargaining unit – the people covered by the Contract. So, more than just Union members are included. Article I, Section 1 defines those who are members of the bargaining unit as “all full-time lay teachers and long term subs” in the 17 Archdiocesan high schools. Permanent deacons are included, as well.

All members of the bargaining unit share in the benefits of the Contract, whether it is salary and benefits or Union representation in the event of disciplinary action or a grievance. We have long taken the position that the Association must behave as if it is both morally and legally obligated to represent each teacher fairly, whether they are Union members or Agency Fee payers.

Paying one’s fair share for the Union’s work in negotiating the Contract and attending disciplinary meetings with teachers is a fairness issue. That is what Agency Fee is about. It is often referred to as the “No Free Riders Clause.”

Agency Fee has been an important part of the Labor-Management Agreement since 1976. It is also a condition of employment.

The U.S. Supreme Court Janus Decision has had no effect on Article II of our Contract.

LEGISLATIVE UPDATE



The following Legislative Report was submitted by *ACT Legislative Representative, David Sommers*, at the *ACT Executive Board Meeting held on Tuesday, August 21, 2018*.

NOTEWORTHY:

1. The 2018-2019 Pennsylvania budget includes \$60 million dollars in school safety investments.
2. The Commonwealth will fund 6.1 billion dollars for education purposes including pre-k; special education; career/technical education programs.
3. The PA 529 Guaranteed Saving Plan is celebrating its 25th anniversary, Tax-free withdrawals can be made up to \$15,000. The account can pay for qualified education expenses at most universities and colleges; technical schools nationwide.

ACT 44 (of 2018): “Safe School Initiative”

Formerly SB1142 provides funding for non-public schools in the areas of school safety training and improvements: Additionally, the aiding of the Safe2Say Program.

House Resolution 1017: Indigenous Peoples Month

The month of October 2018 will recognize indigenous peoples month in the Commonwealth. Passed on 7-18-2018. The resolution represents an opportunity to focus on Pennsylvania’s diversity during the month; and, in the individual classroom settings as well.

SB1113: Foster Care Stability ACT

The act would provide for the stability of children living in foster care to have school stability regardless of being removed from one’s home setting.

Last action: referred to Senate Health and Human Services Committee on August 13, 2018.

Education Grant Application Due

Teachers who wish to apply for an Education/Study Grant under the Labor-Management Agreement (XIII, Sec.7) must do so by **October 15th**. The grant offers 50 percent tuition reimbursement up to a maximum of \$2000 per year for undergraduate coursework, \$2500 for Master's Degree coursework, and \$3000 for Doctoral Coursework. The grant can also be used as reimbursement for successfully passing the Praxis Series exams in a teacher's area of certification. Teachers who have received a study grant for two (2) consecutive years are not eligible to receive for the following year.

Grants are awarded on the basis of system seniority and are available to any teacher with at least one year of teaching in the System.

You should apply for the grant if you are taking courses in the fall of 2018, or anticipate taking courses in the spring or summer of 2019.

Forms to apply for an Education/Study Grant are posted at the local school. A form is also posted on the ACT Website homepage at www.act1776.com.

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.

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 an email.) 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.



-ALWAYS REMEMBER-

ACT UNION DUES FOR 2018-2019

The Union Dues for the 2018-2019 School Year are \$560.00.

For those on Check-off, the deduction will be \$28.00 per pay starting with the September 28, 2018 pay and ending with the pay of June 21, 2019.

RETIREES' ROUNDTABLE

Congratulations to the following teachers on their retirement from the Secondary School System: **Mary Barrett** (SS. Neumann and Goretti), **John Beach** (Roman Catholic), **Claude Bernardin** (Pope John Paul II), **Eugene Ciccimaro** (Abp. Ryan), **Ann Cornell** (Lansdale Catholic), **Joseph DeAngelis**, (Father Judge),) **Domenick D'Orazio** (SS. Neumann and Goretti), **Paul Finley** (Bishop Shanahan), **Thomas Galie** (Abp. Wood), **Thomas Hinkle** (Msgr. Bonner-Abp. Prendergast), **Patrick Manzi** (Bishop McDevitt) **Francis McGinty** (Cardinal O'Hara), **Mary Jo McCarthy-Tella** ((Pope John Paul II), **Marylou Metzger** (Abp. Ryan), **Cecilia Oberholzer** (Bishop McDevitt), **Philip Roche** (Father Judge), **Edward Saboja** (Msgr. Bonner-Abp. Prendergast), **Nancy Smith** (Abp. Wood), **Nancy Sullivan** (Pope John Paul II), **Marian Sweeney** (Bishop McDevitt), and **Donna Thompson** (Bishop Shanahan),

Best Wishes for a Happy and Healthy Retirement!



MOVIE TICKETS AVAILABLE

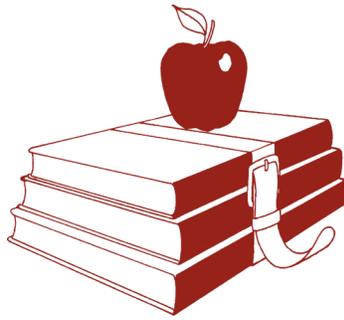
The ACT Office keeps a limited supply of movie tickets on hand for teachers to purchase at a discounted rate. We have REGAL/UNITED ARTISTS and AMC Tickets Available. **AMC Tickets are \$10.50 per ticket. Regal Tickets are \$9.25 per ticket.** If you are interested in purchasing tickets, please send a check payable to the Association of Catholic Teachers with your request. An order form can be found on the home page of the Association's Website at www.act1776.com.

Please enclose a self-addressed stamped envelope with your ticket request.

ACT School Visit Schedule 2018-2019 School Year

NAME OF SCHOOL	ACT VISITOR	DATE	DAY
Bonner-Prendergast	Irene	October 17	Wednesday
Carroll	Rita	November 6	Tuesday
Conwell-Egan	Rita and Irene	October 30 and April 2	Tuesday Tuesday
Hallahan	Irene	November 29	Wednesday
St. Hubert	Rita	December 11	Tuesday
Fr. Judge	Rita	October 11	Thursday
Lansdale	Irene	November 7	Wednesday
Little Flower	Irene	December 5	Wednesday
McDevitt	Rita	October 18	Thursday
Neumann-Goretti	Irene	November 14	Wednesday
O'Hara	Rita & Irene	November 13	Tuesday
Pope John Paul II	Rita & Irene	November 27	Tuesday
Roman	Rita	October 16	Tuesday
Ryan	Rita & Irene	December 18	Tuesday
Shanahan	Rita	December 6	Thursday
West Catholic	Rita & Irene	October 23 and April 9	Tuesday Tuesday
Wood	Irene	December 12	Wednesday

WELCOME BACK!



*WE LOOK FORWARD
TO SEEING YOU
AT OUR
SCHOOL VISITS.*