

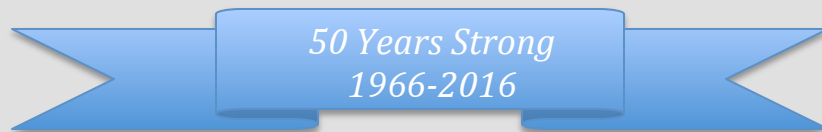
THE

The Newspaper of Local 1776
The Association of Catholic Teachers

SPIRIT

OF '76

50 Years Strong
1966-2016



1700 SANSOM STREET – SUITE 903 – PHILADELPHIA, PA 19103 – 215-568-4175 – VOLUME XXXVII-NO.7
Fax 215-568-8270 – email (act@act1776.com) - website (www.act1776.com) MARCH - APRIL 2017

From The President's Desk

NEGOTIATIONS 2017: IT PROMISES TO BE A LONG, HOT SUMMER

On March 21st, the ACT Membership unanimously approved the proposals that were to be presented to the Secondary School System at March 24th's Opening of Contract Negotiations.

For the first time in six years, the Association and the System will be engaging in traditional collective bargaining. In 2011, we had the most contentious contract talks ever, followed by a two-week strike. We were hoping that there would not be a repeat of the anti-union and anti-teacher proposals the System presented. However, we saw a number of them last year with Interest-Based Bargaining. Fortunately, they were put aside when the System asked the Association to return to Early Bird because of the upcoming PA legislation, HB 1947. Unfortunately, Negotiations 2017 will see the ACT Team once again knee-deep in negative and punitive proposals.

(Continued on Page 2)

FROM THE PRESIDENT . . .(Continued from Page 1)

Included in the System's proposal:

Three August In-Service Days

1 additional PD Day

7 ½ hour school day with 15 minutes before and 15 minutes after

All Faculty and Department Meetings to be 1 ½ hours

Teachers to have 3 preparations

Weekly Homeroom Minutes increase from 140 to 170

Deletion of Teacher Preference Forms

Teachers to receive rosters only 15 days before opening of school

Teachers must return calls to parents within 1 day

Everything in a teacher's personnel file stays there "in perpetuity"

Deletion of Service Period Assistants (19 hour people)

Sick Day accumulation cut from 300 days to 150 days

Salaries to be paid twice a month not every other Friday

If Medical Premium rises 3% or more, plan design changes

Increase in Medical premium

All the increases and decreases you have just read would be included in a 1 Year Contract with a salary increase of, wait for it, wait for it, \$300.

A truly disturbing change the System has proposed goes to the very core of the 49-year labor-management relationship between the Association of Catholic Teachers and the Secondary School System. It also delineates quite well why we have a Union and a mutually agreed upon binding negotiated contract.

The term "Management Prerogative" is an extremely negative feature of any employer-employee relationship. Wikipedia defines MP thusly: the discretionary powers left at any moment in the hands of managers. Every act which a manager or his subordinates can lawfully do, without the consent of the worker organization, is done by virtue of this prerogative.

Article I, Section 8 of our Labor-Management Agreement very clearly limits Managerial Prerogative by stating that the System can make rules relating to its operation **providing they are not inconsistent with the terms of this Agreement.**

The System wants those bolded words deleted from the current Labor-Management Agreement.

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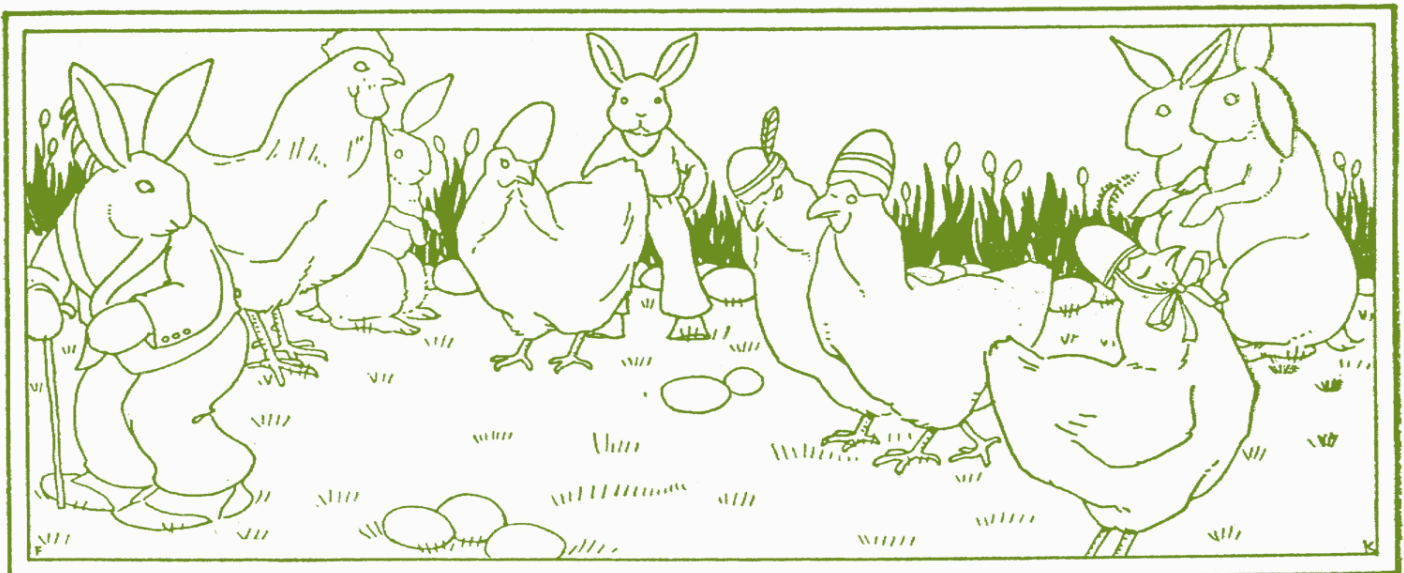
FROM THE PRESIDENT... (Continued from Page 2)

Our first Negotiations working session is April 4. We are also scheduled to meet on April 11. After that come the Easter holidays and the NCEA Convention. We will not be meeting again until May.

In our Opening Statement on March 24th, ACT stressed to the System “our strong desire to complete negotiations by the end of this school year. It will not help our schools if negotiations continue throughout the summer.” As you can see, the likelihood of completing negotiations by the end of the school year, especially given the plethora of anti-teacher and anti-union proposals, is highly unlikely.

The ACT Negotiating Team will keep you updated on any progress made. As always, we ask for your prayers for both Teams as we try to hammer out an Agreement that is fair and just to all parties - teachers, students and parents.

Rita



OPENING STATEMENT - NEGOTIATIONS 2017

The Association of Catholic Teachers comes here today prepared to negotiate in good faith our 22nd collective bargaining agreement with the Secondary School System.

The Association and the System have maintained a remarkably positive relationship over the 49 years ACT has been the sole and exclusive bargaining representative for the lay teachers in the Archdiocesan high schools. Some days are better than others, but there has been, overall, an atmosphere of mutual respect for each other, as well as respect for our teachers and the Labor-Management Agreement.

As we begin our 2017 contract talks, we, once again, see our schools fighting to sustain themselves so that they can continue their amazing work. They are also working hard to grow so that they will be viable well into the future.

The proposal we bring to you today represents the collective wishes and aspirations of the Association's membership. The teachers told us in their Surveys what they wanted and needed. They voted approval of these proposals at the General Membership Meeting on March 21st.

The Association's Negotiating Team is here with the full backing of the membership. We will work very hard to reach a settlement. It is our strong desire to complete negotiations by the end of this school year. It will not help our schools if negotiations continue throughout the summer. Bottom line, however - the contract both of us hammer out must be acceptable to the ACT membership.

The Association, as always, will act in the best interests of our Members, to obtain for them a collective bargaining agreement that truly meets their needs both as Catholic high school teachers and as providers for themselves and their families. As teachers, we are ever mindful of the students who have been entrusted to our care. They are the reason we are in the classroom. It is very important to recognize their needs and aspirations in any collective bargaining agreement we reach.

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.

Gerard Donahue

Margaret Mary Fitzgibbons

James Hetherington

John Molnar

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.

Richard Dietz

Roberta Messa

WOMEN IN LEADERSHIP CONFERENCE

In conjunction with **National Women In Leadership Month**, which honors women who have successfully challenged the role of women in both business and the paid labor force, the **Association of Catholic Teachers**, along with the **Secondary School System of the Archdiocese of Philadelphia**, and **Holy Family University** sponsored a **Women in Leadership Conference** for female students attending Catholic high schools in the Archdiocese of Philadelphia.

The **Women in Leadership Conference** is a program focused on inspiring young women to follow their dreams and aspirations. This year the Conference was held on March 10, 2017. The Keynote Speaker was **Kathryn Ott Lovell**, Commissioner of Parks and Recreation, City of Philadelphia. Students attending the Conference got to hear stories of real life challenges and successes in the workforce experienced by former Catholic school graduates, **Michele Farrell**, Warden, House of Corrections, **Jeanine Heck**, Executive Director, Technology and Product Organization, Comcast Cable (Product Manager for Xi voice remote), **Christina Santos**, Chief Information Officer and Director of the Charles E. Ellis Trust for Girls – Philadelphia Futures, **Karen Toner**, Associate Director, Audit Innovation, KPMG LLP, **Elizabeth A. Ward**, Family Nurse Practitioner, Department of Otolaryngology, Children’s Hospital of Philadelphia, and **Representative Martina White**, Pennsylvania State Representative, 170th District.

Below are some of the notes we received from students who attended the Seminar:

“Thank you for the conference you set up. I learned a lot and really appreciated hearing Martina White speak. I also appreciated all the networking opportunities. This was a fun educational day.”

“Thank you so much for having me and my fellow classmates at the Women’s Conference. I can certainly say I learned a lot and gained so much inspiration.”

“Thank you for providing us with the opportunity to listen to various female speakers. It was a very empowering day! It truly inspired me that I can be a leader, too. I won’t step down to others, but will have grit.”

“...I just wanted to extend my gratitude for your work in creating the Leadership Seminar.” I found it to be an extremely fulfilling and inspiring experience . . . the speakers I got to hear were very down to earth and extremely friendly, making this whole experience even more enjoyable.”

“Thank you very much for providing the opportunity to meet and learn from many amazing women leaders.”



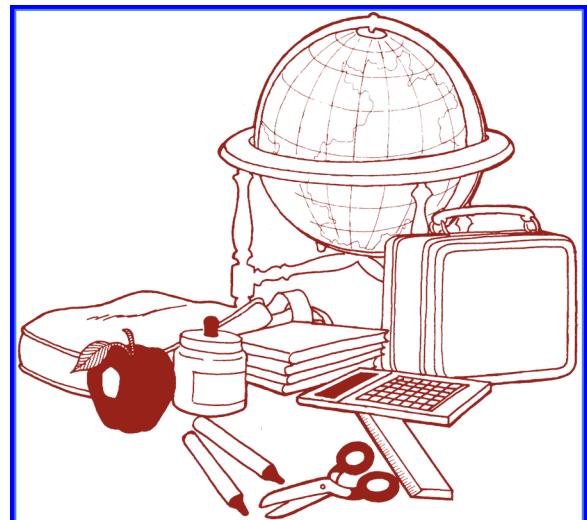
Students listen intently as they hear the challenges faced by women in the workforce, and are offered pointers on how to rise above these challenges and succeed as leaders and role models for others.

Pictured upper right, **Elizabeth A. Ward**; pictured left center, **Christina Santos**; pictured above to the left is **Michele Farrell**.

*2017 Association of Catholic Teachers
John J. Reilly
\$500.00 Scholarship Awards*

Our 9th Grade Scholars – Class of 2020

Gianna DiAngelo - Monsignor Bonner &
Archbishop Prendergast
Gianna Mehl - Archbishop Carroll
Stephanie McBeth – Conwell-Egan
Jamey Schulz - John W. Hallahan –
Nicole Ronguillo - Holy Cross
Olivia Bigboy - Saint Hubert
Dominic Skurski - Father Judge
Steven Francis Irvin - Lansdale Catholic
Gabrielle Friedman - Little Flower



Ashlie Clermont – Bishop McDevitt
Ivy Li - Sts. John Neumann & Maria Goretti
Matthew J. Beck - Cardinal O’Hara
Bethany Belkowski - Pope John Paul II
Daniel James Thompson - Roman Catholic
Olivia Gribley - Archbishop Ryan
Ryan Doherty - Bishop Shanahan
William Ames - West Catholic
Alyssa N. Jones – Archbishop Wood

DISTINGUISHED AND PROFICIENT TEACHERS FIRST SEMESTER 2016-2017

The Evaluation Data Results for the first semester of the 2016-2017 school year have now been released by the Office of Catholic Education. 97.6% of Tenured Teachers in the 17 Archdiocesan high schools were rated Distinguished or Proficient. 90.93% of Non-Tenured Teachers were rated Distinguished or Proficient (89.56% by administrators and 92.3% by department heads). Guidance Counselors and Librarians, both Tenured and Non-Tenured, received a 100% Satisfactory rating. These ratings should come as no surprise. We know the amazing teaching that goes on in our schools. Congratulations to all!



ACT' President, Rita C. Schwartz was recognized at the Women in Leadership Conference on March. 10, 2017 for her leadership role in the Labor arena.

Pictured from left to right, Dr. Joanne Walls, Principal, St. Hubert High School and ACT' President, Rita Schwartz.

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.”

*Big Brother,
Dominic, meets his
baby brother,
Sebastian, and
says, “I love him.”*



Congratulations to John Scafidi and his wife, Elizabeth, on the birth of their son, Sebastian Xavier! Sebastian was born on February 13, 2017, weighing in at 8lbs. 3 ozs.

Lancer's Local

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

Holy Cross 2016 Union Dues
\$534.00

NOTICE

Voluntary Transfer

Applications for voluntary transfers must be
submitted no later than **April 3rd**.

(Forms are posted in the schools.
The application form can also be found on the ACT web site.)

Archdiocesan High Schools

TAX INFORMATION

2016 DUES
\$551.24

Introduction to Engineering

Complimentary Workshop to be held at Widener University School of Engineering located on the Main Campus in Chester, PA

Tuesday, July 18 – Thursday, July 20, 2017

This complimentary, interactive event for high school teachers, guidance counselors, and administrators offers hands-on learning experiences where challenging activities and teaching interact.

Objectives

- Discover new hands-on and virtual projects to enhance your students' skills
- Increase awareness of engineering as a career opportunity for your students.
- Understand the engineering curriculum and the profile of students best suited for an engineering education.
- Learn innovative ways to incorporate technology within your curriculum.

Tentative Workshop Activities

- Bottle Rockets Launch
- Bridge Design
- Faculty & Student Panel Discussions
- Great Engineering Challenge
- Practicing Engineers Panel
- Industrial Guest Speakers
- Lab Tours
- Profile of Prospective Engineering Students
- Robotics Lab
- Water Tower Competition

Lodging and Meals

- Enjoy your stay in the comfort and security of our modern dormitories at no cost
- Enjoy complimentary meals provided by the university at no cost

This workshop may qualify for Pennsylvania Act 48 and non-credit continuing education units from other states (up to 12 CEUs through your district).

Register at:

http://www.widener.edu/academics/schools/engineering/outreachprograms/teachers_workshop.aspx

FOR MORE INFORMATION, PLEASE CONTACT:

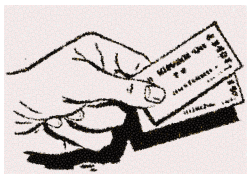
Rudy Treichel
Tel: 610-499-1294
rjtreichel@widener.edu



Frances Galindez, a teacher at Archbishop Ryan High School, and her family, wish to thank everyone who attended the recent Beef and Beer to benefit Frances' recovery; especially, those who attended from Archbishop Ryan High School and Little Flower Catholic High School for Girls.

BJ's WHOLESALE CLUB

ACT members are eligible to participate in a group enrollment for BJ's Wholesale Club and *save \$15 off the cost of membership*. Information concerning this benefit along with an application form was **emailed** to all active and retired ACT members earlier this month. If you are interested in applying for or renewing an existing membership, please mail a **check payable to BJ's Wholesale Club** in the amount of \$35 (Inner Circle Membership) or \$75 (BJ's Perks Reward Membership) to [the ACT Office at 1700 Sansom Street, Suite 903, Philadelphia, PA 19103 \(Attn: Ginny\)](#). Applications for enrollment or renewal were due back to ACT by **March 31, 2017**. If you missed the deadline and still want to renew, please contact Ginny as soon as possible at 215-568-4175.



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 now \$10.50 per ticket. Regal Tickets are now \$8.75 per ticket.** If you are interested in purchasing tickets **(maybe for an Easter basket treat)**, 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.

Happy Spring!

RETIREES' ROUNDTABLE

Retired ACT Members are invited to attend a

Retirees' Luncheon

on

May 17, 2017

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, 2017.

ACT

50 Years Strong
1966-2016

Second Annual ACT DAY AT THE PHILLIES

Sunday
May 7, 2017

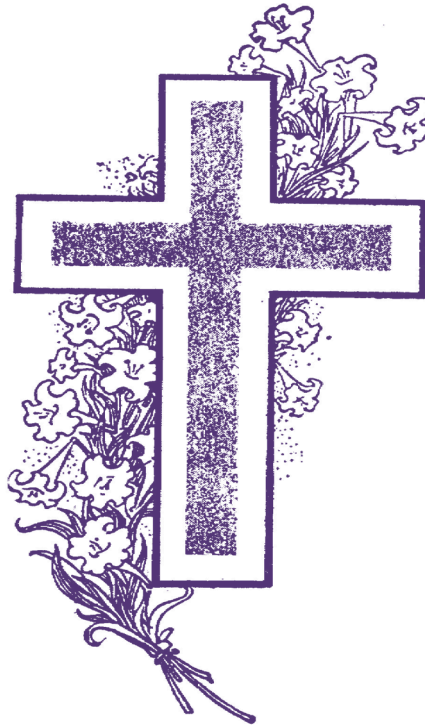
GAME
TIME: 2:35 PM

Philadelphia Phillies
versus the
Washington Nationals

All ACT Members (including retirees) and their families and friends are invited to attend on Sunday, May 7, 2017. Ticket cost is \$14 plus \$1.50 per order for shipping and handling. A ticket order form is available on the ACT Website at www.act1776.com. If you have any questions concerning this event, please contact Ginny at the ACT Office at 215-568-4175 or ginny@act1776.com.

IF YOU WOULD LIKE TICKETS, PLEASE CALL GINNY AT 215-568-4175.
SHE HAS A LIMITED NUMBER OF TICKETS STILL AVAILABLE

ALLELUIA



HAPPY EASTER

Rita, Irene and Ginny