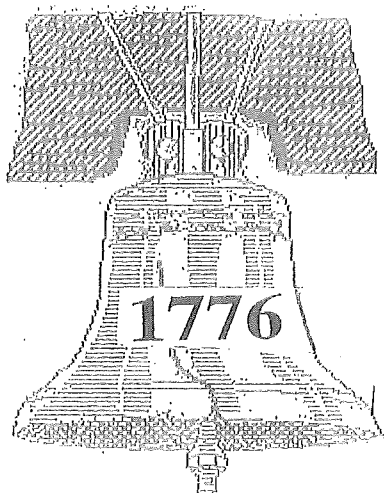


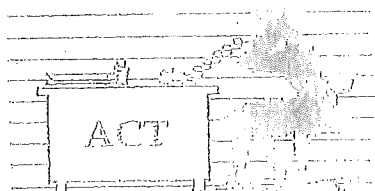
The Newspaper of Local 1776
The Association of Catholic Teachers



THE

SPIRIT '76 OF

1700 SANSOM STREET - SUITE 903 - PHILADELPHIA, PA 19103 - 215-568-4175 - VOLUME XXXIII- NO. 1
Fax 215-568-8270 - email (nacst.nacst@verizon.net) - web site (www.act1776.com) - September 2012



HOLY CROSS TEACHERS RATIFY NEW CONTRACT

On September 4, 2012, teachers at Holy Cross High School ratified a new four-year contract by a vote of 26 to 6. The Association and the School had originally begun work on an Early Bird Agreement. Unfortunately, the Teams were unable to reach agreement before the end of the school year.

This latest Labor-Management Agreement was hammered out during a twelve-hour mediation session on August 31st, the day the contract expired.

Senior Delegate, Walt Walsh, led the Holy Cross Team. He was ably assisted by Barry Harper, Rich Matwiejwicz, Jen Kelly, Penny O'Neill, Gene Tosto and Randy Wilkinson. Irene Tori and I were there, as always, to advise.

Included in the new contract are the following:

(Continued on Page 2)

From The President's Desk

THE NEW SCHOOL YEAR: ANOTHER ROLLER COASTER RIDE?

We begin the 2012-2013 school year in many ways on the same roller coaster ride we were experiencing for much of the last school year. Who can forget the two-week strike followed by the Blue Ribbon Commission recommendations for closure, the appeals and the saving of the schools at the eleventh hour by the Faith in the Future Foundation?

There was very little time to exhale. On August 21, Archbishop Chaput and the Faith in the Future Foundation publicly announced that, starting September 1, the Archdiocese and the Foundation would form a partnership and the high schools would become independently managed by the Foundation.

We don't know just how everything is going to work, but we do know one very important fact, one of the few specifics given by interim Foundation chair, Edward Hanway, at the August 21st meeting. Teachers in the 17 high schools will continue to be employees of the Archdiocese. The current Labor-Management Agreement remains in force. Future contracts will be negotiated with the Office of Catholic Education, not the Foundation. He did imply, however, that the financial parts of the contract, what he called the "strategies going forward," will be negotiated with input from the Foundation.

Holy Cross Contract. . .

Total teaching load – 81 students
Class Size Maximum - 27 students
(Holy Cross has block scheduling – these numbers represent total students each semester)

An Independent Study Memo allowing for one course a semester only if requested courses and alternate courses cannot be rostered. Independent study will not be used to replace or displace a current or potential full-time teacher.

An increase of \$275 in the stipend for Department Chairs in 2013-2014 when the department chairs will be rostered for 6 classes a year. The stipends will be \$1525 for first term chairs, \$1625 for second term and \$1725 for third term.

Teacher contribution to the Health Plan will increase by \$20 each year for both the POS and the HSA Plans. Yearly cost to the teachers for 2012-2013 will be \$200 for Individual, \$275 for Husband/Wife, \$275 for Parent/Child and \$350 for Family.

In January, 2014, teachers will be enrolled in the Diocesan HSA Plan. A teacher can still enroll in the POS Plan, but he/she will be responsible for paying the difference between the two Plans.

Salary increases are as follow:

2012-2013	Salary Freeze
2013-2014	\$1,000
2014-2015	\$1,050
2015-2016	\$1,100

A big thank-you goes to the teachers for their support throughout the negotiating process. Congratulations to all!

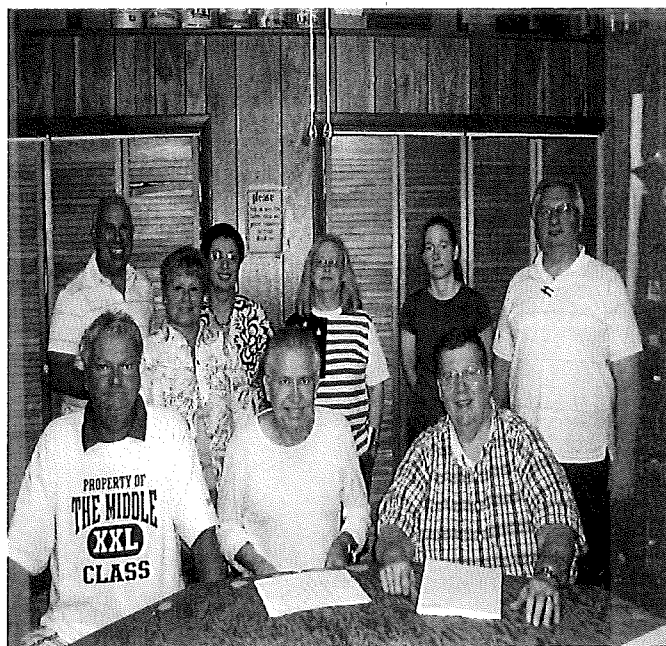


From the President. . .

The Association has contacted the Foundation and asked for details as well as a copy of the agreement signed by the Archdiocese and the Foundation. As we always do, the Association will keep you, our members, updated as we all embark on a new and, I am sure, eventful school year.

As we enter the second year of our three-year contract, we will also say hello to UbD's and the new Evaluation rating system. Whether we are graded as Distinguished or Proficient, what, thankfully, all of us have in large amounts are our spirit and dedication. We are the constant in an ever-evolving System. Whether we use a smartboard, an iPad, a Netbook or, dare I say it, paper and pencil, we will continue to provide a superior education for the students entrusted to our care.

Happy New School Year, Everyone!



Members of the Holy Cross High School Negotiating Team. (front row) Barry Harper, Rich Matwiejwicz, Randy Wilkinson. (back row) Gene Tosto, Rita Schwartz, Irene Tori, Penny O'Neill, Jen Kelly, Walt Walsh.

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.

UNION DUES 2012-2013

\$527.10
\$25.10 per pay
beginning with the pay of September 14, 2012
and ending with the pay of June 21, 2013

SERVICE FEE 2012-2013

\$421.68
\$20.08 per pay
beginning with the pay of September 14, 2012
and ending with the pay of June 21, 2013

Lancer's Local

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

UNION DUES

2012-2013

\$527.80

\$52.78 per month

The following article appeared in the July 19, 2012 issue of *The Monitor*, the Diocesan newspaper for the Diocese of Trenton.

Holy Cross High School bids farewell to two educators

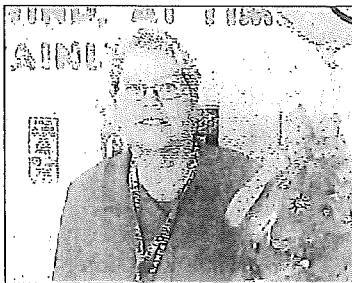
Holy Cross High School, Delran, recognized the significant contributions of two faculty members who retired at the end of the school year — Thomas Camp and Patricia Sacks.

Camp, who began teaching at Holy Cross in September 1968, served as the chair of the social studies department, a position he held for the past 15 years. Camp received the Pope John Paul II Award for Excellence in Teaching and Best Practices at this year's commencement exercises.

Camp, an avid and acclaimed photographer, has taught photography in Holy Cross since 1974, and has taught both film and digital photography.

In addition to teaching, Camp also moderated both the mock trial and debate teams for five years, during which the mock trial team won the Burlington County Championship round. In addition to academics, he also coached the boys and girls tennis teams for 28 years. During that time, the girls' teams won five championships in Burlington County and the boys won once.

Since 1985, Camp has had 10 shows exhibiting his photography



Patricia Sacks



Thomas Camp

work throughout New Jersey, with the most recent showing held in the Johnson and Johnson Corporate Headquarters in New Brunswick. In his retirement, Camp plans to "devote a lot more time to continue my own photographic work." He is also developing a website to showcase and sell his photographs.

Of his 44-year teaching career, Camp said: "My heart will always be at Holy Cross."

Sacks joined the faculty as a religion and theology teacher in Oc-

tober of 2007, but she has been an educator in the Diocese of Trenton since September, 1988.

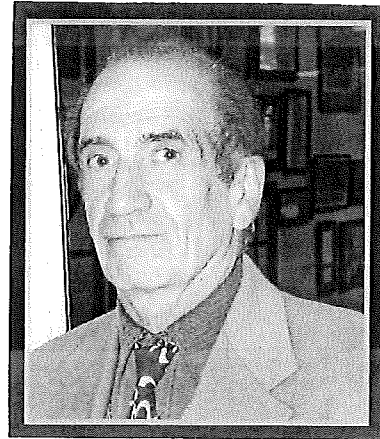
Sacks was a sixth-grade teacher in Sacred Heart School, Mount Holly. In 1997, she was named principal of Holy Assumption School, Roebbling, and then in 2003 was named principal of St. Charles Borromeo School, Cinnaminson. Sacks is committed to Catholic education and said: "Teaching is my love."

"I love seeing the students 'get it.' I've truly enjoyed my time at Holy Cross. The teachers, students and administrators are to be commended," she said. "Holy Cross High School is a family and you belong here."

In retirement, Sacks is looking forward to relocating to an active, adult community in Delaware, and having more time to do some traveling, playing golf and spending more time reading, playing with her puppy, and pursuing other hobbies and interests.

Rest in Peace

John Votta epitomized the phrase “a gentleman and a scholar”. His professionalism, dedication to his students and preparedness were hallmarks of his personality. As a very successful AP Biology teacher, John inspired his students with his wealth of knowledge and gentle wit. By the time his students took the AP exam in May, they were not only well prepared but confident that Doc Votta hadn’t steered them the wrong way.



With a double Doctorate in Podiatric Medicine and Zoology, one would think that John would want to teach all the upper level Science courses. However, John always asked for the freshman Physical Science course because he felt that was where he could help the most students. He believed that he could instill in them a strong foundation and love of science. He was right. John didn’t merely teach his students; he cared about them and their success. If there was any question about the positive impact that he had on them, it was erased when so many of his students came to his funeral this summer dressed in their school uniform. This was their final tribute to a man who had done so much for them.

His loss was not only felt by the students, but by the faculty as well. John was beloved by his colleagues. He could be counted on to offer guidance, advice, and constructive criticism. If John said something, everyone around him took it to heart.

John’s presence in the faculty dining room can never be replaced. Not only could John speak intelligently on just about every topic, from history to sports to pop culture, he would always add humor to his opinions. John’s lunch table was never empty. This small, humble man became the center of attention, and it was easy to see that he enjoyed the company of those around him as much as we enjoyed him.

Toward the end of Pope John Paul II’s life, it was said that he first taught us how to live, and then he taught us how to die. It was obvious that John took this example to heart. Although frail and visibly in pain, John put on a jacket and tie and came to Roman every day. Low on energy but full of heart, John taught his five classes, viewing his responsibility to his students as a reason to keep going. He was always the consummate professional. Each day when he left the building or spoke to any one of us on the phone, he would finish with the words, “Love Ya!”. To the very end, John remained a man for others.

Although John is no longer physically with us, his life lessons, humor and love will remain with us forever.

*John Pensabene
Faculty Member, Roman Catholic*

Education Grant Application Due

Teachers who wish to apply for an Education/Study Grant under the Labor-Management Agreement (Art. XIII, Sec. 7) must do so by October 15th. The grant offers 50 percent tuition reimbursement up to a maximum of \$1800 per year for undergraduate credits, \$2100 for graduate credits and \$2400 for credits toward a Doctoral degree.

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.

Forms to apply for an Education/Study Grant are posted at the local school or can be obtained through your Senior Delegate or by calling the ACT Office at 215-568-4175.

Note: Teachers may apply for an Education/Study Grant if they intend to enroll in a three credit college course to meet the requirements of Continuing Professional Education Credit under Act 48.

Additional credits?

If you have received an advanced degree or additional credits over the summer which qualify 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/credits to Mrs. Theresa Ryan-Szott 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 the salary scale are:

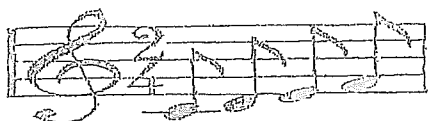
- Bachelor's Degree
- Bachelor's + 18 or Certification
- Master's or 30 Graduate Credits
- Double Master's
- Doctorate

ACT School Visit Schedule 2012-2013

NAME OF SCHOOL	ACT VISITOR	DATE	DAY
Bonner-Prendergast	Irene	December 11	Tuesday
Carroll	Rita	October 23	Tuesday
Conwell-Egan	Rita	January 8	Tuesday
Hallahan	Irene	December 6	Thursday
Holy Cross	Rita	December 4	Tuesday
St. Hubert	Rita	February 5	Tuesday
Fr. Judge	Rita	March 5	Tuesday
Lansdale	Irene	October 11	Thursday
Little Flower	Irene	January 17	Thursday
McDevitt	Rita	January 15	Tuesday
Neumann-Goretti	Irene	January 10	Thursday
O'Hara	Rita & Irene	December 18	Tuesday
Pope John Paul II	Rita & Irene	October 16	Tuesday
Roman	Rita	February 12	Tuesday
Ryan	Rita & Irene	February 26	Tuesday
Shanahan	Rita	November 27	Tuesday
West Catholic	Rita	March 12	Tuesday
Wood	Irene	November 13	Tuesday

Stipends 2012-2013

Moderators	Less than 900 students	\$1,950
	900 or more students	\$2,100
	40 Hours	\$750
Department Heads		\$2,500
TV Directors		\$1,500
Computer Resource Persons (if exist)		\$1,700



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 school and at Holy Cross High School, Delran, New Jersey 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 student with the highest general average who is not receiving financial assistance. The \$500 Scholarship is sent to each school to be applied to the student's 10th grade tuition."

Dear Rita Schwartz,
Many thanks to you for your kindness.
Thank you very much for your generous scholarship!
Colin Whelan
Cardinal O'Hara HS

Dear Ms. Schwartz:

It is with great pride and hopeful anticipation that we received the notice of the \$500 Association of Catholic Teachers Scholarship for Robert. An academic scholarship is a wonderful and much appreciated recognition of Robert's achievement in his first year at Conwell-Egan Catholic High School. Robert looks forward to another successful year at Conwell-Egan Catholic and is especially fond of participating in the EAST program.

Please express our gratitude to the Association of Catholic Teachers for supporting the high schools and for making this scholarship available. This award has provided an unexpected blessing for our family.

Very truly yours,
Robert & Margaret Badman
Robert Badman

Executive Board Election

In November of even numbered years, officers, other than Area Vice Presidents, shall be elected. Filing of petitions to run for an office (President, Vice President, Executive Secretary, Treasurer, Legislative Representative, and three Members-at-Large) must be submitted no later than October 20th. Senior Delegates have received and have posted the notice of elections and the particulars of the process on the ACT Bulletin Board. If you are interested in running for an Executive Board office, please check the ACT Bulletin Board. If you have any questions, see your Senior Delegate or call the ACT Office at 215-568-4175.

REMINDERS FOR COLLEGE STUDENTS AWAY FROM HOME

1. Always carry your current Personal Choice ID Card.
2. In an emergency, go directly to the nearest hospital.
3. Call BlueCard Access at 800-810-BLUE (2583) or access the National BlueCard PPO online provider directly through www.ibxpress.com to find BlueCard PPO providers.
4. Always use a BlueCard PPO doctor or hospital to make sure you receive the highest level of benefits.
5. Call IBC for prior authorization, if necessary. Use the pre-authorization phone number on your ID card, since it is different from the BlueCard access number shown above. If in doubt whether a service is covered or requires pre-authorization, call the Member Services telephone number on your ID card.

OTHER IMPORTANT AND USEFUL INFORMATION

Did you know that you can log on to the **Independence Blue Cross website at www.ibxpress.com** and get all kinds of information at your fingertips? You can make sure that all your family members are active on your policy; you can order identification cards for them and/or print temporary ID cards; you can also check recent and past claims, find a provider, view the details of your benefits, and so much more.

In the same way, you can log on to the **United Concordia website at www.ucci.com** and check the status of dental claims, find a provider, order a dental card, etc.

ALERT ON CHANGES IN STATUS

Have you informed both your school office and the ACT Office of any changes in your marital or family status? Most importantly, have you been sure to include any new dependents on your health and dental plans?

Don't wait until that person needs to use the plan. Please inform the ACT Office and the local school administrators of your changes.

Make sure when supplying the information to your school that you put the information in writing and put a date on it before signing. It could mean a considerable financial outlay on your part or a huge wait in time until the changes can be made if you don't take care of these things TODAY.

REMINDERS

DENTAL AND VISION CARDS -- If you are in need of additional dental and/or vision cards, please call the ACT Office at 215-568-4175 or e-mail your request to ginny@act1776.com.

MEDICAL CARDS -- If you are in need of additional medical cards, please call the Office of Catholic Education at 215-587-3689 or email your request to ginny@act1776.com.

MEDICAL OPEN ENROLLMENT: Medical Open Enrollment will occur during the month of October with benefit changes going into effect on November 1, 2012. During the month of October, teachers will receive information on the two medical plans being offered--Personal Choice and Keystone HMO.

PERSONAL COMPUTER RECORD -- Please remember to log-on to your personal computer record via the ACT Webpage (www.act1776.com) to make sure the information we have for you is up-to-date. If you are in need of your log-on username and password, please call Ginny at 215-568-4175. If you have had a change of address over the summer, please make sure that you update your record immediately so that we can make the necessary changes to your insurance records.

RETIREMENT INFORMATION -- The ACT Office has put together some medical information (rates, comparison sheets and contract provisions) for teachers who are considering retirement in the near future. If you are considering an early retirement or if you will be reaching the age for normal retirement, call the ACT Office at 215-568-4175 for your retirement packet. You may also email your request to ginny@act1776.com.