

THE

SPIRIT

OF

'76

*50+ Years Strong
1966-2016*

**The Newspaper of Local 1776
The Association of Catholic Teachers**

3070 BRISTOL PIKE, BLDG. 2, SUITE 101, BENSALEM, PA 19020- 215-568-4175 – VOLUME XXXXII-NO.7
Fax 215-568-8270 – email (act@act1776.com) - website (www.act1776.com) **MARCH-APRIL 2022**



From the President's Desk

NEGOTIATIONS 2022

On December 10, 2021, the Association notified the Secondary School System of the Association's intent to open negotiations for a new Labor-Management Agreement. In that same letter, the Association requested the use of an early bird format for several reasons—the state of enrollment in the schools and the uncertainty of constriction numbers for this year, the reassurance for everyone in the school communities that schools will open on time in September, and the appointment of a new Superintendent in the coming months.

On March 31, 2022, the Interim Superintendent for Secondary Schools responded to the Association's December 10, 2021 letter and stated that the Secondary School System has agreed to open negotiations using the early bird format.

Continued on page 2)

From the President's Desk . . .

(Continued from Page 1)

The goal of an early bird is to negotiate the financial articles and sections, while maintaining existing language in all other articles and sections. Another reason the Association suggested the early bird format is so that negotiations can conclude and you, the members, can ratify the new Labor-Management Agreement before the end of the school year on June 17, 2022.

The System and the Association will be meeting in the next couple of weeks to establish the ground rules for early bird negotiations. Once the ground rules are agreed upon, I will email all of you with the particulars.

The ACT members will have to vote their approval of the Union's proposal for negotiations. Therefore, the Association will be scheduling a General Membership Meeting shortly after the Easter Break. More information about the date and location of the meeting will be sent to you very soon.

At that same General Membership Meeting, the ACT membership will be asked to address one proposed change to the Association's Constitution and By-Laws.

Please keep both Negotiating Teams in your prayers as we work to bring you a contract that you will be able to ratify prior to the end of this school year.

Have a very Blessed Easter!

Irene

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.”

**50 YEARS
OF
SERVICE**



**A
GOLDEN
ANNIVERSARY**

THE ASSOCIATION OF CATHOLIC TEACHERS

congratulates

William Devlin and Robert Schmalbach

who are celebrating **50** years of service to the Secondary School System of the Archdiocese of Philadelphia and to the students of Archbishop Wood High School.

25 Years of Service - A Silver Celebration

THE ASSOCIATION OF CATHOLIC TEACHERS

congratulates its members who are celebrating **25** years of service to the Secondary School System of the Archdiocese of Philadelphia.

Michael Campellone
Stephanie Cawley
Mary Clifford
Joseph Farinella
William Finnegan
Victoria Gradel
Christine Hanley-Maldonado
Joan Hayes
Robert Hill
Kristie McGovern
Amy MacKay
Candace Morris
Dolores Purcell
Anthony Salvatore
Mary Anne Thompson
Robert Wills

Father Judge High School
Cardinal O'Hara High School
Saint Hubert High School
Roman Catholic High School
Archbishop Ryan High School
Archbishop Ryan High School
Conwell-Egan Catholic High School
Bishop Shanahan High School
Roman Catholic High School
Saint Hubert High School
Lansdale Catholic High School
Archbishop Wood High School
Father Judge High School
Archbishop Ryan High School
Bishop Shanahan High School
Cardinal O'Hara High School

LEGISLATIVE UPDATE

The following Legislative Report was submitted by ACT Legislative Representative, David Sommers, at the March 22, 2022 ACT Executive Board Meeting held via zoom.

I. HB951: Statutes of Limitations for Sexual Abuse Victims w/ A00786 (Amendment) providing for language changes

Specifics: Create a 2-year window for civil lawsuits to be filed. If under age 18 when incident/abuse occurred, add 37 years to age for eligible time period to file; if ages 18-24 when incident/abuse occurred, individuals would have until they reach age 30 to file civil action.

****No change in legislative status since last report****

II. HB232: School District Name Change (Act No. 11)

An act allowing for and providing the manner/process to be completed for the renaming of school districts; as needed per result of a merger or consolidation.

Last Action: Act No. 11 signed into law on February 17, 2022.

III. SB846: “Parental Choice Regarding Mask Mandates in School”

The bill would allow for face covering and or mask mandate opt out option.

Last action: Laid on the Senate Table (Pursuant to Senate Rule 9), Feb. 9, 2022.

N.B. “Laid on the Table” ---the bill may be considered at a later date.

IV. HB2045: Reading Support

Providing for teacher support in the Science of Reading Program.

Last action: Referred to the Senate Education Committee on January 11, 2022.

V. HB 1660: Temporary Emergency Provisions

When five consecutive school days (or more) will be missed due to unforeseen emergency situations, temporary provisions may be put into place for a maximum time limit of sixty days.

Last action: Removed from Senate Table on January 26, 2022.

N.B. “Removed from the Table” ---up for possible consideration and may be placed on the Chamber’s legislative calendar this session.

VI. House Education Committee Meeting

A public hearing was held on Tuesday March 15, 2002 discussing the teacher shortage within Pennsylvania.

The Evidence Proves It

As I have said in previous newsletter articles, you have risen to the challenge of another very different school year, one that hasn't been easy for anybody. I have applauded and continue to acclaim all that you have done and are doing for your students.

Now, the data from the First Semester Evaluations is further affirmation of all that you have accomplished during this quite unusual school year.

96.95% of tenured teachers received a Distinguished or Proficient rating and, in the case of Guidance counselors, a Satisfactory rating from their administrative evaluator. 99.48% of tenured teachers received these ratings from their department heads.

85.53% of non-tenured teachers received a Distinguished or Proficient rating and, in the case of Guidance counselors, a Satisfactory rating from their administrative evaluator. 86.25% of non-tenured teachers received these ratings from their department heads.

What impressive statistics! Congratulations to each and every one of you!

We are in the last week of the third quarter. There is just a little more than two months left in the 2021-2022 school year. The end is getting closer with each passing day. As exhausted as you may feel, you can do this! You can make it to June 17th. Know that the Association of Catholic Teachers is here to help you remain strong as you continue to do all that you can for your students.

Congratulations once again on your accomplishments during the first semester evaluation period. I am sure that the data will be just as impressive for the second semester.

Stay safe.

Irene

Senior Delegate Elections

(May 15th – June 1st)

Teachers need an Advocate. Do you have what it takes to be a Senior Delegate? If Social Justice in action, teacher dignity and respect are issues that you find important, and, if you would like to work with these issues, then consider running for Senior Delegate at your school.

Responsibilities Include:

1. Act as a liaison between your members and administration.
2. Provide representation for your members in situations where any member reasonably feels that disciplinary action may occur.
3. File grievances to settle issues of opposing interpretations of the contract.
4. Encourage members to become familiar with and support the contract.
5. Conduct meetings at the local level.
6. Attend all meetings to represent your school.
7. Encourage your members to attend general membership meetings.
8. Keep the Executive Board informed of local issues.
9. Be responsible for conducting all union elections in the school.
10. Be responsible for the ACT Bulletin Board.
11. Distribute information from the ACT Office to the teachers.
12. Perform duties assigned to you by the Executive Board.
13. Be responsible for signing up new members and maintaining the good standing of present members.

Senior Delegates received a stipend of \$250 for the 2021-2022 school year.

*This is a good time to once again, **thank** all of the Senior Delegates who have served the Union and their own school members so well this year. The ACT Office and the Executive Board need and appreciate your work.*



ST. LOUIS CATHOLIC SCHOOL TEACHERS CURRENTLY WITHOUT CONTRACT

The ACT Executive Board passed the following resolution at its March 22, 2022 Executive Board Meeting:

Be It Resolved: That the Association of Catholic Teachers (ACT) in the Archdiocese of Philadelphia supports the St. Louis Archdiocesan Teachers Association (SLATA) in its ongoing efforts to negotiate a fair and equitable labor-management agreement for teachers in the Archdiocese of St. Louis

Be It Further Resolved: That ACT condemns the Archdiocese of St. Louis for negotiating in bad faith and for ignoring decades of cooperation based upon mutual agreement. For these reasons, ACT supports whatever actions the SLATA membership may deem necessary in order to restore labor peace and justice in St. Louis.

2021 TAX INFORMATION

Union Dues for 2021

January 1, 2021 – December 31, 2021 = \$586.73

January 1, 2021 – June 31, 2021 = \$350.09
(For those who retired or resigned as of June 2021)

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. It is important that we have a **PERSONAL** email address for you, since Executive Board Minutes, Newsletters, 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 logon 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.



IN MEMORIAM

Ed Allen
1959 -2022

In the movie *Field of Dreams*, Kevin Costner's character Ray Kinsella makes an impassioned effort to convince Burt Lancaster's 'Moonlight Graham' to travel back to Iowa to reverse what appears to be a regrettably missed opportunity to play professional baseball in the company of the greats of the game. With the wisdom of age and experience, Doc Graham assures Kinsella that it would have been a greater tragedy had Graham not retired from baseball as a rookie and gone on to become a beloved small town physician who touched many lives.

Ed Allen, like Doc Graham, was forced to face difficult choices in his life and, in the process, also touched many lives. Ed graduated from Cardinal O'Hara in 1977, an exit which foreshadowed his return as a math teacher, theater director and Assistant Principal at his alma mater. Ed's love of music and flair for entertaining drove him to pursue ever more challenging productions as theater director. Regardless of the production, from *Godspell* to *Les Miserables*, Ed maintained the highest standards for everyone under his charge. This dedication and commitment to excellence was evident in every show and within every member of the cast and crew. Ed's pride was the pride and confidence he inspired in others.

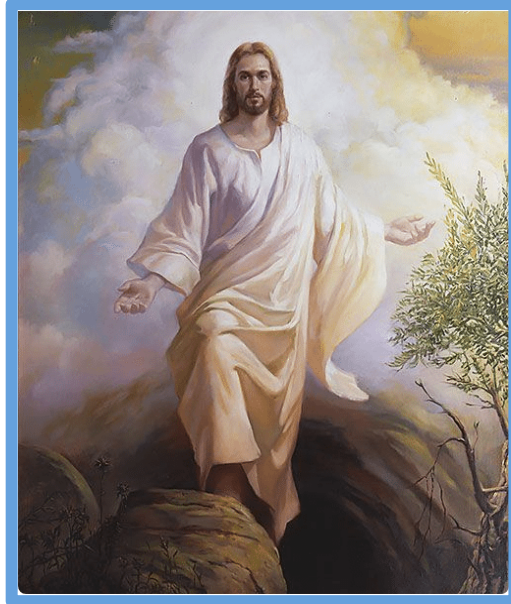
Last year Ed was diagnosed with ALS and, in typical fashion, he approached this diagnosis with characteristic determination. Throughout the course of his illness, Ed was both defiant and positive in spite of the certainty of the circumstances. While the impact of his loss is difficult to quantify, so too is his legacy and impact on generations of students. There is no doubt that Ed would not have chosen his visual impairment or ALS and, in that respect, would have gladly returned to reverse the medical issues which he bore with his unapologetic positive energy. If anyone deserved the chance to go back and reverse what fate seemed to decree, surely it was Ed. However, it is equally true that given the perspective of Doc Graham, Ed would also be the first person to say that it would have been a real shame if he'd only had the chance to be an educator, administrator, or theater director for five minutes, despite the challenges placed in his path.

It seems fitting to remember Ed in the context of his favorite Broadway production, and the show he directed with tremendous success twice at O'Hara, *Les Miserables*. Today the corridors resound with the question, can you hear the people sing? The figure atop the barricade is Ed Allen, and his presence there urges those of us left behind to consider his example while asking us to both accept his challenge and ponder what we stand for as bravely as he did.

*Will you give all you can give
So that our banner may advance?
Some will fall and some will live
Will you stand up and take your chance?*

Written by: Tom Imburgia
Cardinal O'Hara High School

Easter is the Promise of Eternal Life



“And, I will raise you up on the last day!”

**THIS EASTER, MAY WE REMEMBER THE
FOLLOWING ACT MEMBERS**

+ Edward Allen, Cardinal O’Hara High School +
+ Thomas Crilley, retired, Father Judge High School +
+ Ronald Sagnella, retired, Bishop Shanahan High School +

“May they rest in peace, and may perpetual light shine upon them.”

He has Risen
ALLELUIA



The ACT Executive Board and Office Staff
wish you and your family a
Happy and Blessed Easter.