



THE SPIRIT '76 OF

The Newspaper of Local 1776
The Association of Catholic Teachers

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No. 6 • Fax 215-568-8270 • E-mail (naest.naest@verizon.net) • web site(www.act1776.com) • April 2008



From The
President's Desk

CONSTRUCTION 2008: THE PROCESS BEGINS

Construction for the 2008-2009 school year has officially begun. The affected teachers have been notified and the List is on all school bulletin boards.

38 positions have been cut from 12 schools and 4 schools will gain teachers. The 38 positions break down as follows:

Theology	7	Business/Technology	3
English	6	Fine Arts	2
Science	6	Librarian	2
Social Studies	5	Guidance	1
Math	5		

By the first week of May, the teachers whose names are on the Construction List will be officially notified by a letter from the

(CONTINUED ON PAGE 2)

FROM THE PRESIDENT. . .

Superintendent of Schools which will be accompanied by a Competency Form. For those on the Constriction List, competency is defined as at least 24 academic credits in the subject area or 2 years of satisfactory teaching (this teaching experience does not begin to build until the teacher has received tenure). Keep in mind that a teaching competency is a narrow area. Credit is acquired only for the actual class(es) taught. For example, if a teacher has taught Algebra I for two years, his/her competency is listed as Algebra I, not Math.

Once the Competency Forms are returned, the Association and the System review them to verify the competencies against the teachers' transcripts. Constricted teachers should check their personnel files to make sure that their transcripts are up-to-date. The past few years, there have been teachers who were not able to select a position because they did not possess a competency as defined by our Labor-Management Agreement.

If a constricted teacher has additional competencies and sufficient school seniority, he/she may opt to bump a less senior teacher in that school. The less senior teacher then replaces the originally constricted teacher on the List and receives a Competency Form.

Toward the end of May, the Association and the System will match the Constriction List against openings in the System. It may be necessary to notify teachers with the lowest System Seniority in certain academic areas that they might be bumped out. If it is necessary to bump anyone, those teachers will be added to the Constriction List and they will be given a Competency Form to complete.

The Constriction Meeting and the days leading up to it will be detailed in the May ACT Newsletter.

Teachers with questions about Constriction/Competencies/Bumping should speak with their Senior Delegates or contact the ACT Office.



NEGOTIATIONS UPDATE

Archdiocesan High Schools

There have been three bargaining sessions thus far. The major areas of the financial reopener continue to be salary increases, medical plan/premium co-pays and early retirement. We now have the Blue Cross renewal rates for 2008-2009, but we still need to see if there will be any rate caps for the 2nd and 3rd years of the proposed contract.

Keep in mind that there is a part of the Memo signed by the Association and the System stating that "Should a contract not be ratified prior to June, 2008, the System and the Association would resume traditional bargaining and both sides would present proposals on all articles and sections of the contract." Based upon the proposals presented by the System in the 2006 Negotiations, this will mean extremely adversarial meetings over the summer and, very possibly, beyond.

The membership has the commitment of the ACT Team that we will work extremely hard to bring back to you a contract that you will be able to ratify. As important, we need the commitment of the ACT membership that you will seriously consider the financial proposals presented to you at the General Membership Meeting.

The General Membership Meeting will take place at 4:30 P.M. on Wednesday, May 28, 2008 at Penns Landing Caterers on Columbus Boulevard. Please make attendance your top priority.

Holy Cross High School

ACT and the membership at Holy Cross have made an agreement with the school administration to work for a settlement prior to the end of the current school year.

There are a number of working condition items on the table as well as the other major issues of salary and benefits.

The Teams have been through all of the proposals once and in the time remaining before mid-June, we hope to hammer out a contract that is acceptable to you, the teachers.



Lancer's Local

Issues or contractual items of interest to Holy Cross H. S. (Delran N.J.)

The following article appeared in April 10, 2008 issue of *The Monitor*, the official newspaper of the Diocese of Trenton.

Holy Cross faculty photography highlighted in special exhibit

DELRAN – Holy Cross High School hosted a photography exhibition that featured the work of New Jersey artist and Holy Cross faculty member, Thomas Camp.

The exhibition reflects Camp's substantial body of work created over the past 38 years. Additionally, he has had a long and distinguished teaching career. He is chair of the Social Studies Department at Holy Cross High School where he has been a faculty member since 1968.

Born in Philadelphia in 1946, Camp received a bachelor's degree in history education from La Salle University, Philadelphia, in 1968; a master's degree in social studies education from Glasboro State University (Rowan University) in 1973, and a master's degree in political science from Villanova University in 1976. Camp resides in Merchantville with his wife, Shawn, and son, Ryan.

Camp's talent has been widely recognized and his work featured in numerous exhibitions throughout New Jersey and Philadelphia. Since



Thomas Camp

discovering his passion for photography, his major interest has been in street photography. He captures and preserves fleeting moments through the combination of being at the right place at the right time and using artistic vision.

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 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."

The 2008 Association of Catholic Teachers John J. Reilly \$500.00 Scholarship Awards

Our 9th Grade Scholars

Bridget Golato - Monsignor Bonner &
Archbishop Prendergast
Meghan Kilpatrick - Archbishop Carroll
Cullen O'Donnell - Conwell-Egan
Maylyn Jamil - Cardinal Dougherty
Sarah DeSimone - John W. Hallahan
Shannon Grogan - Holy Cross
Jessica Eng - St. Hubert
Brendan Nahill - Father Judge
Thomas Mandracchia - Kennedy-Kenrick
Shannon Gallen - Lansdale Catholic
Marilyna Martinez - Little Flower



Evan Innes - Bishop McDevitt
Gabriella Mastero - Sts. John Neumann
& Maria Goretti
Philip Hooten - Northeast Catholic
Nina Chacko - Cardinal O'Hara
Mary Kline - St. Pius X
David Ha - Roman Catholic
Kurt Payne - Archbishop Ryan
Lauren Hricik - Bishop Shanahan
Marcus-Shaka Onfrey - West Catholic
Catherine Rossbach - Archbishop Wood

- Congratulations From ACT -



A Few Notes Of Thanks !

From: John J. Redilly
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 highest student not receiving financial assistance. The \$500 Scholarship is sent to each school to be applied to the student's 10th grade tuition."

Dear Ms. Schwartz,

On behalf of the administration and faculty of Lansdale Catholic High School, I extend our thanks as I acknowledge the annual \$500.00 scholarship award sponsored by the Association of Catholic Teachers (Local 1776). The recognition of Shannon Gallen's scholastic achievements by the Catholic Teachers Association is an especially meaningful award to a student of her caliber.

Please accept our thanks and appreciation for your generous gift.

Sincerely,
Rev. Joseph L. Maloney

Dear Ms. Schwartz,

I am writing to thank you and the Association of Catholic Teachers for the \$500 scholarship you awarded me to begin in my sophomore year at Archbishop John Carroll High School. My family and I are very grateful.

Sincerely,
Meghan K. Kilpatrick



Dear Rita,

Once again the generosity of the Association comes through in the form of a \$500 scholarship for our number one student in the freshman class, Jessica King. We are grateful not only for Jessica but also for the fact that you continue to reward and encourage those who do consistently well academically. As with our own faculty scholarship fund, our teachers work hard to encourage the best and the brightest to continually choose St. Hubert Catholic High School for Girls.

Thank you and God bless you for helping us to sustain good students in their pursuit of a quality Catholic education.

Gratefully,
Sr. Alma Rose
President, St. Hubert



I See A Future Where, More Than Ever Before

...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 would like to work with, then, consider running for Senior Delegate at your school.

SENIOR DELEGATE ELECTIONS (MAY 15TH - JUNE 1ST)

Senior Delegates received a stipend of \$500 for the 2007-08 school year.

Responsibilities Include:

Act as a liaison between your members and administration.
Provide representation for your members in situations where any member reasonably feels that disciplinary action may occur.
File grievances to settle issues of opposing interpretations of the contract.
Encourage members to become familiar with and support the contract.
Conduct meetings at the local level.
Attend all meetings to represent your school.
Encourage your members to attend all general membership meetings.
Keep the Executive Board informed of local issues.
Be responsible for conducting all union elections in the school.
Be responsible for the A.C.T. bulletin board.
Distribute information from the A.C.T. Office to the teachers.
Perform duties assigned to you by the Executive Board.
Be responsible for signing up new members and maintaining the good standing of present members.

Note:

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 A.C.T. Office and the Executive Board need and appreciate your work.

GENERAL MEMBERSHIP MEETING

WEDNESDAY, MAY 28, 2008

**PENNS LANDING CATERERS
1301 S. COLUMBUS BOULEVARD**

4:30 P. M.

AGENDA

CONTRACT RATIFICATION