



THE

The Newspaper of Local 1776
The Association of Catholic Teachers

SPIRIT

OF

'76

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From The
President's Desk

SPECIAL EDITION

A JOB WELL DONE

For the first time in twenty years, our contract has been settled before the end of the school year. It was back in May of 1988 that the Association and the System completed Win-Win negotiations. In many ways, the recently completed financial reopener followed the Win-Win philosophy. Unlike the very contentious bargaining sessions of 2006, the attitude at the table this time was all about getting the job done, not punishing the teachers.

Not that there weren't tough issues to tackle. Money and medical insurance are never easy; they were even more difficult in these days of high gas and food prices. On the ACT Negotiating Team's must-do list was to negotiate salary increases that would still be meaningful after the medical premium was deducted. This was accomplished by raising teachers' premium costs only 2% over three years as well as capping the amount of the increases teachers will pay in years 2 and 3 of the contract.

The Association and the System worked extremely hard to live up to the Memorandum of Understanding. We got a very good contract and when

the Association and the System shook hands, the working relationship was intact.

I want to thank the members of the ACT Negotiating Team Within A Team for working tirelessly to come up with a final proposal that would work well for our teachers. Joe Schuler's spreadsheets were phenomenal as were Irene Tori's negotiating minutes and proposal language. John Zoccola's justice beacon kept us on course throughout the process.

Our other Team members, Dave McQuiston, Ellen Donato and Mike Galante provided an important sounding board during Team meetings.

Thank you to the Senior Delegates for encouraging their members to get to the May 28th Meeting and for handling the contract vote.

Thanks to Chris DeNuccio, Nan Sulik and Carl Tori for setting up the meeting room at Penns Landing Caterers.

A special thank-you goes to our Office Manager, Ginny Crowther, and our office helper, Natalie Scorza, for running off all those salary scales and proposal pages in a very short time.

I want to thank Bruce Endy, the ACT attorney, who was on stage with the Team. Bruce is always so helpful to us behind the scenes.

Most importantly, I want to thank the hundreds of ACT members who traveled from five counties and braved the city traffic to come to Columbus Boulevard to cast their votes for the 2008-2011 Labor-Management Agreement.

I wish all of you a restful and rewarding summer.



CONTRACT CHANGES 2008-2011

ARTICLE VI Leave

- 11b. Sabbatical Awards:
For 2009-2010 school year--two
For 2010-2011 school year--three
For 2011-2012 school year--three

ARTICLE VIII Teacher Assignments

7. Effective September 1, 2010, the maximum class size in any individual class will be 31 with a corridor of 3. The total teaching load will be 170 with no corridor.

ARTICLE X Extracurricular Activities

4. Moderators' Stipends
2008-2009 school year--\$1600/\$1800
2009-2010 school year--\$1700/\$1900
2010-2011 school year--\$1800/\$2000
- 4a. Uncompensated extracurricular activities
2008-2009 school year--\$650
2009-2010 school year--\$650
2010-2011 school year--\$700

ARTICLE XVIII Substitute Teachers

2. Per-diem substitutes--\$95 per day

TERM OF AGREEMENT 3 years

EXHIBIT A SCHOOLS

Pope John Paul II High School in Upper Providence Township and the new school in Hilltown will be listed as Diocesan high schools covered under the contract.

ARTICLE XIII Fringe Benefits

1. As of November 1, 2008, the current Personal Choice (20/30/70) and Keystone Health Maintenance Organization Plans will remain in effect. (\$10/\$20/\$35 prescriptions)

As of November 1, 2009, Personal Choice Plan and Keystone HMO plan will be modified to increase employee co-pays for doctors visits to \$25/\$35 and prescriptions to \$10/\$25/\$40.

- 1b. As of November 1, 2008, teachers' contribution will be 12.5% for Personal Choice and 10.5% for Keystone HMO.

As of November 1, 2009, teachers' contribution will be 12.5% for new Personal Choice Plan and 11% for Keystone HMO Plan. There will also be a cap on the composite rate increase of 13%.

As of November 1, 2010, teachers' contribution will be 13.5% for Personal Choice Plan and 11.5% for Keystone HMO Plan. Health and Welfare Fund will provide .5% subsidy to defray the increased cost of the Personal Choice plan for those with coverage for two (2) or more persons. There will also be a cap on the composite rate increase of 15%.

- 2b. Service period assistants hourly rate--\$13

7. Education Fund Total Fund--\$60,000
 Maximum per individual--\$1800

ARTICLE XII Salaries

- 1a. For salary increases for 2008-2009 school year, for 2009-2010 school year and 2010-2011 school year, please see attached sheets.

- 1b. Starting Salary
2008-2009 school year--\$34,250
2009-2010 school year--\$35,350
2010-2011 school year--\$36,550

4. Department Head Stipend
2008-2009 school year--\$2100
2009-2010 school year--\$2250
2010-2011 school year--\$2350

5. AV/TV Directors Stipends
2008-2009 school year--\$1350
2009-2010 school year--\$1400
2010-2011 school year--\$1450

- 5a. Computer Resource Person Stipend
2008-2009 school year--\$1500
2009-2010 school year--\$1550
2010-2011 school year--\$1600