



# THE

The Newspaper of Local 1776  
The Association of Catholic Teachers

# SPIRIT

# OF

# '76

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## From The President's Desk

### YOU NEVER KNOW

What happens if you become ill, need an operation, break a leg or shoulder and need extended time off to recover? Do you have

- a) sufficient sick days
- b) disability insurance
- c) neither of the above

In a recent conversation with a teacher who will need several weeks, possibly months, out to correct a medical problem, I asked the usual questions about sick days and disability only to discover that this teacher had c) neither of the above.

One of the most important of our contractual benefits is Long Term Disability Insurance. The premium is relatively inexpensive (the teacher pays 50% and the System pays 50%), and you never know if and when you might need it. Unlike other diocesan employees who have a 90 day waiting period, high school teachers only need to wait 30 calendar days to be eligible for benefits. The benefits are 60% of your monthly earnings and are payable until age 65.

I am asking all teachers to check to see if they have Long Term Disability Insurance. You can't wait until you need the benefit to sign up for it. If you don't enroll at the time of hiring, the company may require a physical exam and, at that point, you probably would not be able to pass.

Long Term Disability Insurance is money well spent.

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## ELECTION AREA VICE PRESIDENTS

By ACT Constitution, the 4 Area Vice Presidents are to be elected in May of odd numbered years by the active membership of their area.

ELIGIBLE MEMBERS WHO WISH TO RUN FOR OFFICE SHALL FILE A PETITION WITH THE NOMINATIONS AND ELECTIONS COMMITTEE BY April 10th AND IT SHALL BEAR THE SIGNATURES OF TWENTY-FIVE (25) REGULAR MEMBERS AND THEIR SCHOOL DESIGNATIONS. THESE PETITIONS SHALL STATE:

"I ( NAME OF CANDIDATE ) WISH TO RUN FOR  
THE OFFICE OF ( NAME OF AREA )  
AREA VICE PRESIDENT, AND WILL SERVE IN THAT  
OFFICE IF ELECTED."

The areas and schools each represents are as follows:

**NORTHEAST:** Conwell-Egan, Holy Cross, Father Judge, Northeast Catholic, St. Hubert and Archbishop Ryan

**NORTHWEST:** Cardinal Dougherty, Kennedy-Kenrick, Lansdale Catholic, Bishop McDevitt, St. Pius X, and Archbishop Wood

**CENTRAL:** John W. Hallahan, Little Flower, Sts. John Neumann and Maria Goretti, Roman Catholic, and West Catholic

**SOUTHWEST:** Msgr. Bonner-Abp. Prendorgast, Archbishop Carroll, Cardinal O'Hara, and Bishop Shanahan

IN THE EVENT THAT NO PETITIONS ARE RECEIVED FOR NOMINATIONS TO A PARTICULAR OFFICE BY APRIL 10, ONLY IN THIS EVENT SHALL THE NOMINATIONS AND ELECTIONS COMMITTEE MAKE ANY NOMINATIONS. IN THIS EVENT THEY SHALL NOMINATE AT LEAST TWO (2) ELIGIBLE MEMBERS FOR THE SPECIFIC OFFICE(S) BY APRIL 16.

BALLOTS MUST BE SENT OUT NO LATER THAN MAY 1 AND MUST BE RETURNED NO LATER THAN MAY 15, 2007.

ANY MEMBER WHO WISHES TO HAVE HIS OR HER NAME PLACED IN NOMINATION MUST USE THE ABOVE PETITION AND MUST RETURN THE PETITION WITH THE SIGNATURES OF 25 REGULAR MEMBERS BY April 10, 2007.

ADDRESS ALL PETITIONS TO:

NOMINATIONS AND ELECTIONS COMMITTEE  
C/O ASSOCIATION OF CATHOLIC TEACHERS  
1700 SANSON STREET, SUITE 903  
PHILADELPHIA, PA 19103



## ARTICLE VIII: TEACHER ASSIGNMENTS

- I. *No later than sixty (60) days before the end of the school year, the Teacher Preference Form (Exhibit G) shall be distributed to all teachers and returned no later than ten (10) school days thereafter.*
- 1a. *The talents and professional skills and experience of the individual teacher in conjunction with the preference forms shall be the basis upon which assignments shall be honored, where possible.*
- 1b. *The department head shall consider the rotation of qualified persons within an academic field in matters of assigning teachers to special, honor, vo-tech and various track sections.*
- 1c. *No later than June 1, the department head shall discuss with each member of the department his/her tentative recommendations to the Office of Academic Affairs including the subject, grade level(s), track level(s) or any special grouping. At this time, the teacher shall be informed of his/her tentative service period and homeroom assignment, if known. It must be understood that these recommendations are tentative in nature and subject to change.*
- 1d. *Where preferences on the Teacher Preference Form (Exhibit G) are not assigned, the administrator and the department head at the local school shall discuss the reasons. If requested by the teacher, the department head will inform the teacher of the specific reasons the course preferences were not assigned. If requested by the teacher, the appropriate administrator shall inform the teacher of the specific reasons all other preferences were not assigned.*

Soon, you will be asked to fill out a Teacher Preference Form, one of the most important and least understood of the contract exhibits. Perhaps the confusion about "Preference" forms stems from the term, which may lead you to ignore it or not take it seriously. However, the Preference Form is a very serious document that should be taken seriously by all concerned. Let the word "preference" stand for the question: *"Given the organizational culture of your department, your credentials, your professional judgment, your aptitude and your interest, how do you envision your professional and personal gifts contributing to the educational environment of your school?"* This question gives the form much more educational weight and makes it much more deserving of serious consideration at the end-of-the-year rush of things than is sometimes given. The form allows you, as a professional educator, to express your desired role in your department and to determine how you can best serve the students at your school. In this way, the form becomes a statement of your professional judgment. As such, it should be taken seriously not only by the Department Head, but also by the administration at your school. It is for that reason that the contract mandates that the department head will discuss with you both your preferences and his or her recommendations. This discussion should consist of an honest sharing of the department's goals and objectives for the following year, and of your role in fulfilling those goals and objectives. Therefore, your signature attests to the mutual agreement with the department head. If for some reason, you cannot reach

(Continued on Page 4)

(Continued from Page 3)

agreement with your department head, please see your Senior Delegate who can advise you of the next step in the preference form process.

This same process is followed with regard to your non-curricular preferences. You have the right to indicate your preference for homeroom assignments, service period and for any special request that you feel may help you better fulfill your function as a professional educator. The language of the contract assumes that your preference is to be honored unless there is sufficient reason not to honor it. Here again, the contract provides the vehicle to establish a dialogue with the appropriate administrator at your school to discuss your professional role in the school environment. Again, if you cannot reach agreement with the appropriate administrator, please see your Senior Delegate about your rights and your options.

Below is a copy of Exhibit G, the Teacher Preference Form. Please examine the form and, if you have any questions about the contractual process involved in filling out the form or about the form itself, please contact your Senior Delegate or call the ACT Office directly.

*John Zoccola*

*ACT Member-at-Large*

(SCHOOL NAME TO BE INSERTED)

**EXHIBIT G**

**Teacher Preference Form**

Name: \_\_\_\_\_

Summer Address and phone # if necessary: \_\_\_\_\_

Department: \_\_\_\_\_

**A) LIST PREFERENCE OF SUBJECTS YOU WOULD LIKE TO TEACH NEXT YEAR:**

Grade(s)      Course(s)      Track(s)

1) \_\_\_\_\_

2) \_\_\_\_\_

3) \_\_\_\_\_

**B) Indicate your preference for service period:**

(SCHOOL TO INSERT LIST OF AVAILABLE SERVICE PERIODS)

**C) If assigned a homeroom, what is your preference for year:**

Freshman \_\_\_\_\_ Sophomore \_\_\_\_\_ Junior \_\_\_\_\_ Senior \_\_\_\_\_

**D) Special Request(s):**

\_\_\_\_\_  
\_\_\_\_\_

(Teacher's Signature) \_\_\_\_\_

(Date) \_\_\_\_\_

\* Please return this form to your department head(s) (if split roster) by \_\_\_\_\_

\* Each teacher is advised to keep his/her copy of this form.

Department Head's Recommendation: \_\_\_\_\_

\_\_\_\_\_

(Department Head's Signature) \_\_\_\_\_

(Date) \_\_\_\_\_

(Teacher's Signature) \_\_\_\_\_

(Date) \_\_\_\_\_

The needs of the school shall take precedence over the Preference Form



## Lancer's Local

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

During 2007, Holy Cross High School will be celebrating 50 years of Catholic education in Burlington County, NJ.

**Tax Information:** Union Dues for 2006 are \$400.

## **Archdiocesan High Schools**

### **TAX INFORMATION**

**2006 DUES**

**\$400.00**

## **NOTICE**

### **Voluntary Transfer**

**Applications for voluntary transfers must be submitted no later than April 1st.**

*(Forms will be posted by March 1st.)*

## ***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."

**ACT**

**General Membership  
Meeting**

**Tuesday**

**March 27, 2007**

**4:00 P. M.**

**Holiday Inn  
City Line Avenue**

**President's Report**

**New**

**Business**

