



THE

The Newspaper of Local 1776  
The Association of Catholic Teachers

SPIRIT

OF '76

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From the  
President's Desk

**CONTRACT NEGOTIATIONS:  
SYSTEM'S PROPOSALS NOT TEACHER FRIENDLY**

Thursday, April 27th was the first working session of negotiations. At that time, the Association and the System went through the entire contract seeking explanations and clarifications of various proposals.

There's not much new in what the System has presented and there are a number of repeats from previous negotiations. The System's proposals are neither positive nor teacher friendly. This is true for long-time teachers and beginning teachers alike. Listed below are some of the System's proposals for the new contract.

The System wants to delete the early retirement benefit as well as service period assistants ( these are the early retirees who work 19 hours a week in the schools).

(CONTINUED ON PAGE 2)

## FROM THE PRESIDENT. . .

The System wants to delete free lunches for teachers; it wants to cut back the number of sick days teachers can accumulate and limit the amount of leave teachers can take.

The System has crossed out the current language that states "Part time teachers shall not be hired to replace full time teachers." This is coupled with a clause that wants administrators to be able to teach up to four classes (under existing language, that would make them full time teachers). With System language, new teachers hired for the 2006-2007 school year won't be able to get tenure without certification. There is also language that would weaken tenured teacher termination provisions.

The System wants all leaves approved or denied at their "sole discretion."

If you are out three consecutive days or the day before or after a holiday, you'll need a doctor's note or your pay will be docked "the appropriate number of days." The System wants to cut Sabbaticals to one and to delete Career Leave.

Under Teacher Assignments, the System is seeking three preps for teachers "unless academic necessity demands" more and the reduced roster has been deleted.

Under Duties and Activities, the System proposes "For safety, security and supervisory reasons. . . teachers shall be present from the start of the school day until fifteen (15) minutes after the last class of the school day." It also wants to be able to schedule "a second homeroom within the same day."

Three years ago, the System's opening salary proposal was 0. Presently, a small increase is being offered but not to all teachers.

Three years ago, the System wanted to do away with all past practice, the infamous Zipper Clause. The final agreement in 2003 provided for a Memorandum of Understanding that would list school and system practices on an on-going basis. That listing did not happen because it was never mentioned again by the System. Nevertheless, the System is seeking to delete all past practice once again. On April 27th, the Association made it very clear to the System that there could not be any agreement on the contract so long as the Zipper Clause remains on the table.

As you can see, there is much to be done before we can bring a final package back to the membership. It is important for you to attend the General Membership Meeting on May 23rd. By then, there will have been five bargaining sessions and the ACT Negotiating Team will have a much clearer view of the status of contract talks. Right now, it looks as though it will be a long, hot, negotiating summer.



ACT members have already received a listing of the Union's major proposals. The full contract proposal which the Association presented to the Secondary School System was given to all Senior Delegates on April 26th and should be posted on the ACT Bulletin Boards in all schools. Negotiating dates from May 12 to the end of July are posted on the ACT Website.



**The Association Of Catholic Teachers**

congratulates its members who are celebrating their  
25th year of service to the Secondary School System  
of the Archdiocese of Philadelphia.

*Kevin Cassidy*                      *Judith Chung*  
*Ruth Crawford*                  *Kathy Holohan*  
*John Lenge*                         *Robert Mattaliano*  
*John McKenna*                  *Cecilia Oberholzer*  
*Mary Reil*

**The Association Of Catholic Teachers**

congratulates its members who are celebrating their  
25th year of service to Holy Cross High School  
of the Diocese of Trenton.

*Richard Matwiejewicz*

# LOOKING BACK ON 25 YEARS

On Sunday, April 2, 2006, I had the opportunity to attend Mass at Saint Charles Borromeo Seminary to commemorate my silver anniversary as a teacher in the Archdiocese of Philadelphia.

I am sure that I can speak for the other honorees when I say thank you to all who were involved in putting together both the liturgy and the dinner that followed.

On a personal level, it was a chance to see some people whom I have not seen for a while and to think back over the last twenty-five years and wonder where the time went! I could close my eyes and see myself in my twenties at Archbishop Ryan, or in my thirties at Bishop Conwell. Now as I approach fifty (that was hard to type), I am finishing my fifth year at Archbishop Carroll.

Like any other job, there are good days and bad, but taking everything into consideration, I can honestly say that the last twenty-five years have been great. Thanks to all the terrific people whom I have met through the years (both adults and students). I just hope I am around for my golden jubilee.

Jack McKenna  
Archbishop Carroll

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## *Sabbaticals Awarded for 2006-2007*

Four ACT members have been granted a Sabbatical Leave for the 2006-2007 School Year. Of the three full year sabbaticals that are available this year, two teachers are receiving full year sabbaticals while the other two will share the remaining sabbatical, each taking one semester. The Sabbatical Leave Committee members from ACT were Mr. Joseph Schuler (ACT Staff), Mrs. Irene Tori (ACT Staff) and Mrs. Christine DeNuccio (St. Hubert). Representing OCE were Mr. Stephen Pawlowski, Assistant Superintendent for Secondary Staff Relations, and Mrs. Theresa Ryan-Szott, Director of Secondary Personnel.

The Association extends best wishes to the following recipients:

Patricia Biollo (43 Yrs.) - John W. Hallahan (one year)  
Joseph Leibbrandt (42 Yrs.) - Cardinal Dougherty (one year)  
Anthony D'Alessandro (41 Yrs.) - Cardinal O'Hara (one semester)  
Charles Gallagher (39 Yrs.) - Monsignor Bonner (one semester)



## 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 Diocesan high school and at Holy Cross 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,

My wife and I would like to acknowledge your letter of March 10th, advising us that our son, Michael, is the recipient of a \$500 scholarship provided by your organization.

Please allow us to express our thanks for this award. Michael is a conscientious student who constantly strives to do his best academically and I am sure he is honored to receive this recognition. We also appreciate the generosity of your organization and its members in providing the scholarship.

I trust that Michael will make good use of your investment in his education at Bishop McDevitt High School. Again, my wife and I thank you and the members of the Association of Catholic Teachers for this honor.

Sincerely,  
Bruce M. Margavitch

Dear Ms. Schwartz,

Hello. My name is Leanne Laporte and I am a freshman at St. Hubert High School. I just received notice of the \$500 scholarship I was awarded by your association. I am very appreciative and grateful for this honor. It not only helps make a Catholic education possible, but also motivates me to remain at the top of my class. Thanks again for your support and encouragement.

Sincerely,  
Leanne Laporte

Dear Ms. Schwartz:

A note of thanks to you just to say how much your kindness was appreciated.

God Bless.

Mr. & Mrs. Robert Leonhauser  
Conwell-Egan

Dear Ms. Schwartz,

Thank you! Every act of kindness transforms the world around it with its beauty and light.

Thank you for the beauty and light you have brought into my life.

Robert Leonhauser  
Conwell-Egan

(Continued on Page 6)



## A Few More Notes Of Thanks !

(Continued from Page 5)

From: John J. Reilly  
Scholarship Award  
Winners

Dear Ms. Schwartz,

I received your letter of March 10th, which informed me that I have won a \$500 scholarship from the Association of Catholic Teachers for being number one in the freshman class of Bishop McDevitt High School. This note is to thank both you and your Association for this special honor. I greatly appreciate your generosity and your investment in my future.

Sincerely,  
Michael D. Margavitch

Dear Rita C. Schwartz:

Thank you very much for awarding me a five hundred dollar scholarship. I was very surprised and glad to see my hard work at Lansdale Catholic High School during the first semester literally paid off. Sorry this letter is a little late, but I've been very busy with all the homework and projects my teachers decided to give me during the third quarter. Thanks again!

Sincerely,  
Anthony Iacono

Ms. Schwartz,

I received your letter of March 10 notifying me that I was awarded a scholarship from the Association of Catholic Teachers. I am truly thankful for the \$500 scholarship. Please extend to the Association my sincerest gratitude. I promise to do my best academically at Kennedy-Kenrick Catholic High School to ensure that it was a good investment on the part of the Association of Catholic Teachers. My thanks again for their generous contribution to my education.

Sincerely,  
Robert Lawless

Dear Rita,

Thank you and your membership for awarding Andrew Glace from Cardinal O'Hara a \$500 scholarship. This young man is an asset to our school and we are very proud of his accomplishments. Your generosity is appreciated.

Sincerely,  
Bill Miles  
Principal  
Cardinal O'Hara





## 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 \$1000 for the 2005-06 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.

## Lancer's Local

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

The faculty was informed by the Principal on April 28 that no teacher's job would be affected by Constriction this year. Three positions will be cut, but these came about as a result of resignations.

ACT will be meeting with the school administration over the summer to be updated on the progress of the school's move toward Block Scheduling. ACT will need to determine how the move will affect the contractual provisions.

### HOW TO OBTAIN MEDICAL CARE WHEN OUTSIDE THE UNITED STATES

#### Personal Choice & Keystone Health Plan

##### BLUECARD WORLDWIDE

1. If an emergency, go to the nearest hospital.
2. If not an emergency, call the BlueCard Access line at 1-800-810-2583 or call collect at 804-673-1177 to arrange for urgent care services with a BlueCard Worldwide hospital or physician. The Voice Response Unit (VRU) prompt will ask if you are seeking care outside the United States. Calls are then routed to World Access.
3. Obtain Personal Choice Pre-certification by calling 1-800-332-2566. For Keystone Pre-certification, call 1-800-227-3116.
4. For urgent inpatient care arranged through World Access, you will not have to pay up front for the services or file a claim. You only pay the usual out-of-pocket expenses such as deductible, co-payment or co-insurance.
5. For urgent outpatient and physician services, pay the provider up front. Get an itemized bill translated into English. Later, complete an international claim form and send it to the BlueCard worldwide Service Center. This claim is available at <http://www.bcbs.com>





### SUMMER HOURS

ACT Office hours during the summer are  
9:30 to 3:30.



### SUMMER MAILINGS

There will be several mailings over the summer which will include the newsletter & any openings that become available once the school year ends. It is extremely important that you notify the ACT Office with any address change should you move over the summer months. If you have a summer mailing address that is to be used, please let us know that as well.

### DENTAL CARDS - MEDICAL CARDS

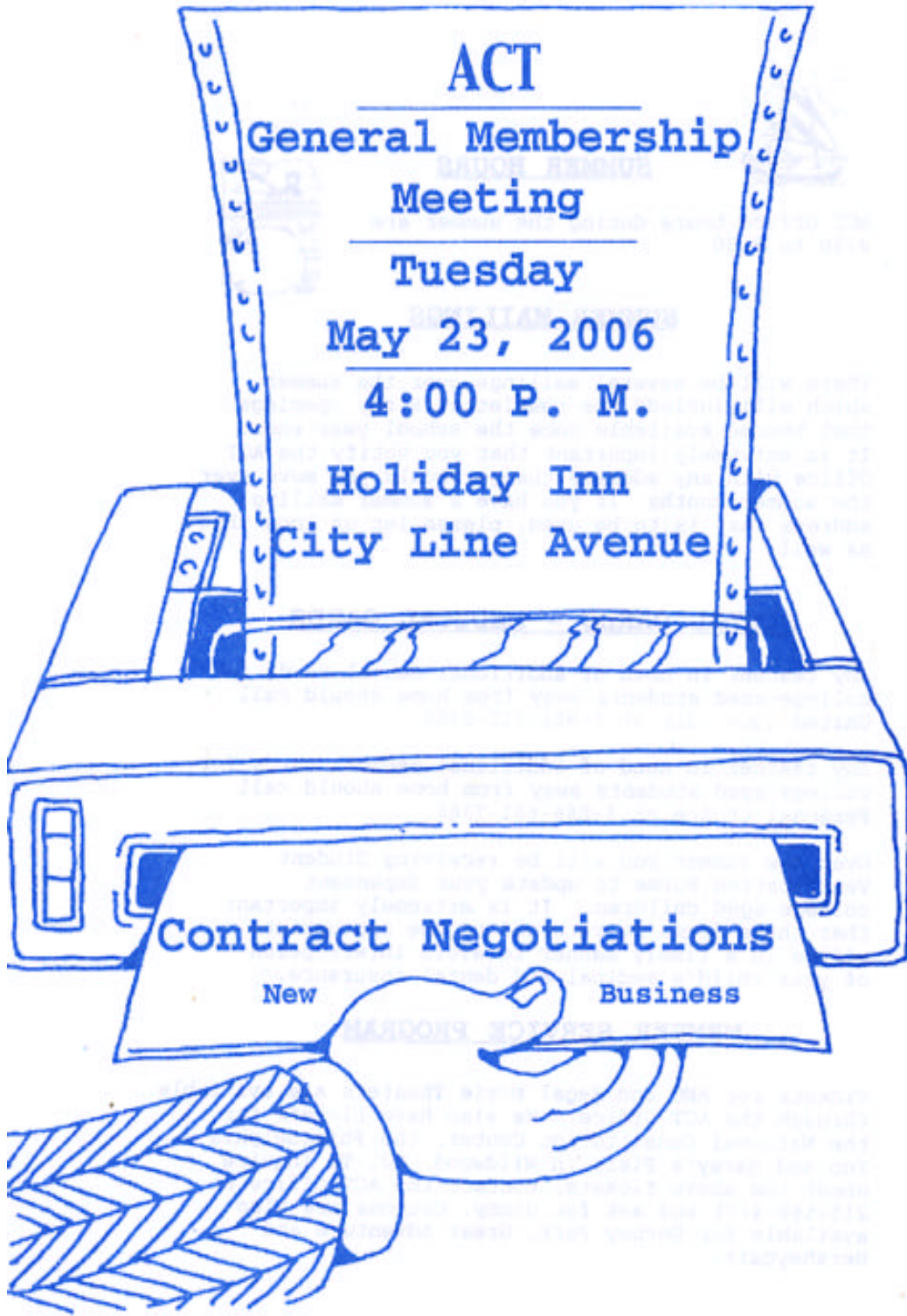
Any teacher in need of additional dental cards for college-aged students away from home should call United Concordia at 1-800-332-0366.

Any teacher in need of additional medical cards for college-aged students away from home should call Personal Choice at 1-866-681-7366.

Over the summer you will be receiving Student Verification Forms to update your dependent college-aged children. It is extremely important that these forms be returned to the appropriate office in a timely manner to avoid interruption of your child's medical and dental insurance.

### MEMBER SERVICE PROGRAM

Tickets for AMC and Regal Movie Theaters are available through the ACT Office. We also have tickets for the National Constitution Center, the Philadelphia Zoo and Merrey's Piers in Wildwood, NJ. To inquire about the above tickets, contact the ACT Office at 215-568-4175 and ask for Ginny. Coupons are also available for Dorney Park, Great Adventure and Hersheypark.



**ACT**

**General Membership  
Meeting**

**Tuesday**

**May 23, 2006**

**4:00 P. M.**

**Holiday Inn  
City Line Avenue**

**Contract Negotiations**

**New**

**Business**