



THE

The Newspaper of Local 1776
The Association of Catholic Teachers

SPIRIT

OF '76

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From The
President's Desk

NEGOTIATIONS 2006: A HAPPY ENDING

Negotiations 2006 turned out to be one of the most disturbing I have ever encountered. It was no surprise that money and medical insurance were major sticking points. However, the Medical was especially troublesome this time because Blue Cross was not able to give any indication as to how much the rate increase would be in the third year.

From the outset, Negotiations 2006 took on an extremely unpleasant tone and this had nothing to do with wages and benefits. Throughout the spring and summer, I emphasized in the newsletter how penalty-driven and punitive a large number of the System's contract proposals were. These continued to be a tremendous stumbling block to any contract settlement.

On Labor Day, money, medical and language were still not coming together. That is why, at 8:00 P.M. on Labor Day evening, the Association's Team declared an impasse and left the negotiating table. Having endured an extremely ugly strike three years ago, no one really wanted to deal with another one. However, non-ratification and a work stoppage seemed inevitable.

(Continued on Page 2)

(President's Desk - from Page 1)

Happily, this worst case scenario did not play out, because, in the overnight hours of September 4th, the ACT Team was asked to come back to the table to work on "a fair and just contract." This was made possible, in no small way, because of the involvement of both the Secretary for Catholic Education, Richard McCarron, and Bishop Joseph McFadden, the auxiliary bishop in charge of education. They listened to the representatives of their teachers. They heard what ACT was saying about the money and the medical insurance; they also heard what we said about the disrespect being shown to teachers by many of their language proposals. The money offer improved significantly, the medical plan stayed in place and the odious, anti-teacher proposals disappeared. I truly thank them for their presence and their intervention.

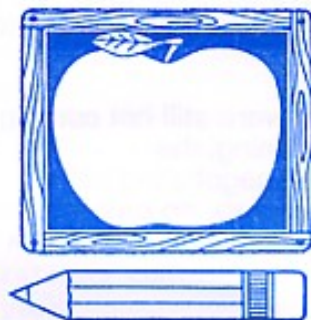
On Tuesday morning at 11:00 A.M., I was able to stand before you, the members, and present a contract that both the Negotiating Team and the ACT Executive Board could unanimously recommend. A listing of Contract Highlights can be found on Pages 4 and 5 of this Newsletter.

The secret ballot vote of 528 to 300 told us that even though well over 60% of the teachers expressed approval of the new Agreement, a great many were still not completely happy with the results.

With the vote to ratify, there will be labor peace in the high schools of the Archdiocese of Philadelphia for the next two years. During those two years, rest assured, ACT will be hard at work preparing for Negotiations 2008.

I would like to express my thanks and sincere appreciation to an incredible Negotiating Team. Maureen Colanzi, Mike Cunningham, Ellen Donato, Mike Galante, Chuck Panepresso, Joe Schuler, Irene Tori and John Zoccola, you were awesome!

Happy New School Year to everyone.



A handwritten signature in blue ink, appearing to read "Richard".

Representation May Be Crucial

Article III, Section 2 of the Labor-Management Agreement is short but extremely important. Please pay particularly close attention to what it has to say.

No teacher may be asked to attend a meeting with the school or diocesan administration without a representative of the Association being present if the teacher reasonably feels the meeting could result in disciplinary action against him/her.

Disciplinary action cannot be taken against any teacher unless the teacher has been apprised in writing of his/her right to union representation.

Should you "reasonably feel" the meeting could turn into one that involves you in disciplinary action, immediately get to your Senior Delegate for advice or call the ACT Office if you choose. Don't let a relatively minor situation turn into a major one because you decided you could "handle" it yourself.

Executive Board Election

In November of even numbered years, officers, other than Area Vice Presidents, shall be elected. Filing of petitions to run for an office (President, Vice President, Executive Secretary, Treasurer, and Legislative Representative, and three Members-at-Large) must be submitted no later than October 20th. Senior Delegates have received and have posted the notice of elections and the particulars of the process on the ACT Bulletin Board. If you are interested in running for an Executive Board office, please check the ACT Bulletin Board. If you have any questions, see your Senior Delegate or call the ACT Office at 215-568-4175.

CONTRACT HIGHLIGHTS

Article IV, Section 1 NEW	Theology teachers can, for the first time, receive Archdiocesan Certification and, therefore, get the additional money in the BA+ Certification salary lane.
Article IV, Section 8 NEW	The System will provide 24 hours of professional development each year.
Article IV, Section 9b NEW	An Evaluation Advisory Committee shall be established.
Article VI, Section 11b	The Secretary for Catholic Education shall select one sabbatical from the list of candidates for sabbatical leave for the 2007-2008 school year and two sabbaticals for the 2008-2009 school year.
Article VIII, Section 1d	When preferences are not honored, the School must give specific reasons to the teacher.
Article VIII, Section 7	Effective September 1, 2007, class size will be lowered to 32 with a corridor of 3.
Article VIII, Section 7a NEW	Effective September 1, 2007, the maximum number of students in homeroom will be 35.
Article IX, Section 9c	Department heads who teach 4 classes will designate one department duty period as a possible substitution period. The other duty period will be used only in emergency situations. Department heads who teach 5 classes will have their department duty period used for substitution only in cases of emergency.
Article X, Section 4 NEW	Moderator of Community Service Corps has been added to the list of compensated extracurricular activities.
Article X, Section 4	In schools with a student enrollment of less than 900, the moderators of compensated extracurricular activities shall receive a minimum of \$1400 for the 2006-2007 school year and a minimum of \$1500 for the 2007-2008 school year. In schools with a student enrollment of 900 or more, the moderators of compensated extracurricular activities shall receive a minimum of \$1550 for the 2006-2007 school year and a minimum of \$1650 for the 2007-2008 school year.
Article X, Section 4a	Uncompensated extracurricular activities requiring more than 40 hours of work will be compensated at the minimum rate of \$600.

(Continued on Page 5)

(Contract Highlights - from Page 4)

Article XII, Section 1 NEW	Effective with the first pay of this school year, the salary scale shall be compressed to 32 steps.
Article XII, Section 1a	Salary increases of approximately \$1500 for the 2006-2007 school year and \$1700 for the 2007-2008 school year.
Article XII, Section 1b	Starting salary for the 2006-2007 school year will be \$32,400. Starting salary for the 2007-2008 school year will be \$33,300
Article XII, Section 4	Department Head Stipend has increased to \$1900 for the 2006-2007 school year and \$1975 for the 2007-2008 school year.
Article XII, Section 5	AV/TV Directors Stipends have increased to \$1225 for the 2006-2007 school year and \$1275 for the 2007-2008 school year.
Article XII, Section 5a	Computer Resource Person Stipend has increased to \$1350 for the 2006-2007 school year and \$1400 for the 2007-2008 school year.
Article XIII, Section 1	Medical and prescription plans remain intact.
Article XIII, Section 1c	Early retirement remains in the contract and is intact.
Article XV, Section 8 NEW	ACT has representation on the Evaluation Advisory Committee.
Article XVIII, Section 2	Per diem substitutes will be paid \$90 a day.
Article XX	There is NO Zipper Clause. Two year agreement.

UNION DUES - 2006-2007

\$400.00

\$20.00 for 20 Pays

(Starting September 22nd)

SERVICE FEE - 2006-2007

\$320.00

\$17.78 for 18 pays

(Starting October 20th)



Education Grant Application Due

Teachers who wish to apply for an Education/Study Grant under the Labor-Management Agreement (Art. XIII, Sec. 7) must do so by October 16th. The grant offers 50 percent tuition reimbursement up to a maximum of \$1500 per year.

Grants are awarded on the basis of system seniority and are available to any teacher with at least one year of teaching in the System.

Forms to apply for an Education/Study Grant are posted at the local school or can be obtained through your Senior Delegate or by calling the ACT Office at 215-568-4175.

Note: Teachers may apply for an Education/Study Grant if they intend to enroll in a three credit college course to meet the requirements of Continuing Professional Education Credit under Act 48.

Additional credits?

If you have received an advanced degree or additional credits over the summer which qualify you for payment under a different column of the salary scale, notify your school bookkeeper immediately.

You must also send proof (an original transcript) of the degree/credits to Mr. Stephen Pawlowski at the Office of Catholic Education so that the change in degree/credits can be verified.

For your records, it is highly recommended that all documents be sent via certified mail, return receipt requested.

The five lanes of the salary scale are:

Bachelor's Degree
Bachelor's + 18 or certification
Master's or 30 graduate credits
Double Master's
Doctorate

Lancer's Local

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

The faculty recognizes the contributions of Mike Evans (Negotiation Teams and Alternate Delegate) and Karen Thornton (Alternate Delegate) and wishes them well in their future endeavors.

The faculty celebrates the return of Teresa Brenner-Ritter after a short public school "hiatus".

Contract language is being finalized.

Preparations continue for the implementation of Block Scheduling next year.