

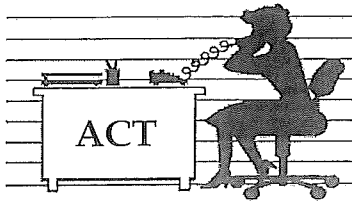
THE

The Newspaper of Local 1776  
The Association of Catholic Teachers

# SPIRIT '76 OF 76

1700 SANSOM STREET • SUITE 903 • PHILADELPHIA, PA 19103 • 215-568-4175 • VOLUME XXXI

No. 9- Fax 215-568-8270-e-mail (nacst.nacst@verizon.net) - web site(www.act1776.com) - July 2011



From The  
President's Desk

## NEGOTIATIONS CONTINUE

As you are reading this *Negotiations Update*, the contract talks are moving into their final weeks. Sessions are already scheduled for August 10, August 12, August 16, August 22, August 23 and August 30. Negotiating dates have also been set for Labor Day Weekend, if necessary.

Because of the large number of proposals from the System, it is taking quite a bit of time to move through the contract. We are presently doing this only for the second time. It is important for both Teams to present their positions on each of the changes being sought and understand each other's point of view. Only after we know each other's positions and willingness to modify language can we begin to move toward a settlement.

It is our sincere hope that when the ACT Negotiating Team stands before the General Membership on Tuesday, September 6th, we will do so with a contract that the members can ratify.

## *Constriction: An Issue of Seniority or Equity?*

There has been quite a bit of conversation among our members about the issue of Constriction, especially in light of the System's current contract proposal. As we look at the System's proposal, it needs to be pointed out that it is not a seniority issue; it is an equity issue. With the System's proposal regarding constriction, no teacher, no matter what their seniority, is guaranteed a job when they are constricted. All constricted teachers will be laid off. The only option they have is to interview for any possible openings that occur. There is no certainty that the list of candidates for openings will be limited to constricted teachers. The list could contain the names of new applicants to the System as well. Also, how many names will be on the list? I don't know any principal who will sit and interview all the teachers on the list to fill just one position.

According to the System's proposal, certain teachers will be protected from constriction because they are involved in "a pilot/hybrid school, specialized program, internal academic academies, college partnerships, distance learning and specialized courses". This determination will be at the discretion of the Office of Catholic Education.

No one will be safe; no one will have any idea if they are going to be constricted or protected. And, if a teacher is protected one year that does not mean he/she will be protected forever. This protected status could change annually.

How is the System's proposal fair to anyone? For those teachers who have been and will be affected by the existing Constriction Process, it may not be the best way to relocate teachers, but it is the most objective, equitable means for the reassignment of teachers. There is a definite process with step-by-step provisions. Most importantly, constricted teachers are **guaranteed** jobs. If an opening occurs in any of their competencies, they will be offered the position in order of seniority. If it occurs at their previous school during the next school year, they can return to that school. The System is obligated to contact constricted teachers who remain laid-off for 3 semesters when an opening occurs.

The System's proposal, on the other hand, lays off everyone with no right to future employment.

The current process is based on seniority and academic competency, both of which are objective standards. If the System has its way, the whole topic of Constriction will become very subjective—it may not be based on credentials or what a teacher brings to the classroom. It could be for any number of reasons. It could become very "personal", without taking into account the person.

The Constriction issue is but one of the System's many anti-teacher, anti-union proposals. The ACT Team is working very hard to negotiate a fair and equitable contract that meets the needs of the membership as a whole and the needs of each teacher as an individual person. We will keep you posted.

*Irene Tori*  
*ACT Vice President*

# ACT MEMBER SERVICE PROGRAM

The following tickets are available to purchase from the ACT Office.

Franklin Institute Tickets	-----	\$13.00
AMC Movie Tickets	-----	\$ 6.00
Regal/United Artists	-----	\$ 6.50
National Constitution Center	-----	\$ 9.00
Philadelphia Zoo	-----	\$13.00
Morey's Piers, Wildwood		
Combo Waterpark/Amusement Park Tickets	-----	\$43.00
Waterpark only tickets	-----	\$27.00

To request tickets, send a check made payable to the Association of Catholic Teachers with a note indicating what tickets are being ordered and in what quantity.

## REMINDERS

**ACT OFFICE HOURS** -- During the summer months, the Office will be open between the hours of 9:30 AM and 3:30 PM.

**ADDRESS CHANGES** -- If you are in the process of moving or have already moved to a new address, don't forget to call the ACT Office with your new address and phone number. It is extremely important that we have your current address so we can update your records and keep you informed of openings as they occur.

**DENTAL AND VISION CARDS** -- If you are in need of additional dental and/or vision cards, please call the ACT Office at 215-568-4175 or e-mail your request to [nacst.nacst@verizon.net](mailto:nacst.nacst@verizon.net).

**MEDICAL CARDS** -- If you are in need of additional medical cards, please call the Office of Catholic Education at 215-587-3689 or contact the ACT Office.

**RETIREMENT INFORMATION** -- The ACT Office has put together some medical information (rates, comparison sheets and contract provisions) for teachers who are considering retirement in the near future. If you are considering an early retirement or if you will be reaching the age for normal retirement, call the ACT Office at 215-568-4175 for your retirement packet. You may also email your request to [nacst.nacst@verizon.net](mailto:nacst.nacst@verizon.net).

# **GENERAL MEMBERSHIP MEETING**

**TUESDAY  
SEPTEMBER 6, 2011**

**10:00 A. M.**

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

## **AGENDA**

**THE CONTRACT**

# DEPARTMENT HEAD OPENINGS

**The following openings are to be posted on  
Friday, July 29, 2011 to Friday, August 12, 2011.**

<b>Conwell-Egan:</b>	Business & Technology Science
<b>Saint Hubert:</b>	Fine Arts Family and Consumer Sciences
<b>Father Judge:</b>	English World Languages Industrial Technology
<b>Sts. Neumann &amp; Goretti:</b>	Math
<b>Roman:</b>	Math Guidance
<b>Archbishop Ryan:</b>	English
<b>Bishop Shanahan:</b>	Fine Arts

All interested and qualified teachers may apply.

1. The teacher must have at least five (5) years teaching; three (3) years must be on the secondary level in the subject area.
2. The teacher must have a Master's Degree in the subject area or a Master's Degree in Education with a major concentration in the subject area or the teacher must be enrolled in one of the foregoing Master's Programs with at least six (6) graduate credits at the time of application with the requirement that at least six (6) additional graduate credits toward the Master's Degree will be obtained each year.

**All applications must be received on or before Friday, August 12, 2011.**

Applicants should write to Mrs. Theresa Ryan-Szott, Director of Secondary Personnel, Office of Catholic Education, 222 North 17th Street, Philadelphia, PA 19103 giving a brief resume of their educational background. The department head shall be selected within twenty (20) days after the closing date of the submission of applications.

**\*\*\*DEPARTMENT HEAD GUIDELINES ARTICLE VI, SECTION b –  
any teacher interested in the position of “Acting Department Head”, even though he or she is not qualified under the above-mentioned qualifications and requirements for Department Heads, should indicate his or her interest in the position at the time of the original posting of the opening.**

# COACHING OPENINGS

**The following openings are to be posted on  
Friday, July 29, 2011 to Wednesday, August 17, 2011.**

**Pope John Paul II High School** has openings for the following coaching positions: Cross Country Coach, Golf Coach. All applications must be received on or before Wednesday, August 17, 2011. All applicants should apply to Sr. Janet Purcell, IHM, Principal, Pope John Paul II High School, 181 Rittenhouse Road, Royersford, PA 19468.

# COACHING OPENINGS

**The following openings are to be posted on  
Friday, July 29, 2011 to Wednesday, August 17, 2011.**

**Archbishop Wood High School** has an opening for the following coaching position: Wrestling Coach. All applications must be received on or before Wednesday, August 17, 2011. All applicants should apply to Mr. Joseph Sette, Athletic Director, Archbishop Wood High School, 655 York Road, Warminster, PA 18974-2099.

\*\*\*\*\*

## Lancer's Local

Issues or contractual items of interest to Holy Cross H. S. (Delran, NJ)

The faculty mourns the loss of former long-time teacher and Senior Delegate, Bob Geisel. May his soul rest in peace.

In accordance with the 2008 Negotiations, the Association and the School have mutually designed an early retirement window.

The details will be provided when school opens in September.

.....  
As stated in Article XVIII of the Labor-Management Agreement, any member who is interested in any of the following coaching positions, please submit a letter and/or resume no later than **Tuesday, August 9, 2011** to Mr. Daniel Dockery, Holy Cross High School, 5035 Route #130 South, Delran, NJ 08075, by phone at 1-856-461-5400, ext. 3025 or by e-mail at [Daniel.Dockery@holycrosshighschool.org](mailto:Daniel.Dockery@holycrosshighschool.org)

### **Fall 2011**

Head Football Coach  
Assistant Football Coaches  
Sub-Varsity Boys' Soccer Coaches  
Sub-Varsity Girls' Soccer Coaches  
Boys' Cross Country Coach  
Head Varsity Field Hockey Coach  
Sub-Varsity Field Hockey Coaches  
Cheerleading Coach

### **Winter 2011-2012**

Varsity Girls' Basketball Coach  
Sub-Varsity Girls' Basketball Coaches  
Sub-Varsity Boys' Basketball Coaches  
Varsity Wrestling Coach  
Sub-Varsity Wrestling Coaches  
Winter Track Head Coach  
Boys' and Girls' Head Swimming Coach

### **Spring 2012**

Head Baseball Coach  
Sub-Varsity Baseball Coach  
Sub-Varsity Softball Coach  
Head Boys' Lacrosse Coach  
Head Girls' Lacrosse Coach  
Sub-Varsity Lacrosse Coaches  
Sub-Varsity Track Coaches