

Catholic School Teachers: Why Unionize?

keep good teachers in Catholic schools
by:

- putting the Church's labor teaching into practice
- having a voice in working conditions, salaries, and benefits
- fairly resolving legitimate disputes
- treating teachers with respect & professionalism

Catholic School Teachers: How Can We Unionize?

- by talking to your colleagues at school
- by becoming informed of locals in your area
- by contacting NACST:

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internet: www.nacst.com

from the President ...

JUSTICE AND DIGNITY IS NOT A SLOGAN

We have said farewell and thank you to Pope Benedict XVI and, as you read this, we should have already welcomed the new Pontiff. We will also welcome the new Pope's pronouncements, especially when they exhort the rights of workers and the benefits of unions.

I was pleased to read what became Pope Benedict's final encyclical, *Caritas in Veritate*, and, of course, I agree wholeheartedly with his view of the difficulty unions experience today in carrying out their task of representing the interests of workers. "The repeated calls issued within the Church's social doctrine, beginning with *Rerum Novarum*, for the promotion of workers' associations that can defend their rights must therefore be honored today even more than in the past."

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NACST President Rita Schwartz and ACT Philadelphia Vice President, Irene Tori with Father Cleve Kiley, Keynote Speaker at the Catholic Labor Network Conference, February 9, in Washington, DC

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Why Unions?

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People with the same concerns often get together to talk and look for answers. That's exactly what a union is all about.

American workers have been joining together in democratic unions since the end of the 18th century.

Collective bargaining remains a uniquely American success story.

The way that unions address the most direct needs of their membership is through labor-management negotiations, sitting at a bargaining table with the employer.

Contracts are bargained by democratically elected union representatives who come to the table as equals of their management counterparts.

Through the give and take of the bargaining process, they establish equitable wages, working conditions, job safety and job security, and a system for resolving disputes - a grievance procedure.

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NACST
members
rallying



The NACST
Executive Committee

from the President...

Not Just a Slogan

from page 1

Each spring, the National Association of Catholic School Teachers prints the Organizing edition of our newsletter, *Newsworthy*. We highlight the benefits of having a union and of being a union member. We want every teacher in a Catholic school to have the protection of a negotiated contract. This contract will, as Benedict XVI said, “defend their rights.” A binding, mutually arrived at Agreement contains language about salary and benefits, certainly, but a negotiated contract also covers the day-to-day work life of those who labor for the Church. We, as teachers, need job security, due process and any number of working conditions that will make our vocation as a teacher more fulfilling. Most importantly, union representation and a negotiated contract enable an employee to be treated with justice and with dignity.

Justice and Dignity for Catholic School Teachers is not just a slogan. These words must form the foundation of the Church’s labor relations policy, just as they form the basis of the Church’s social teaching.

As we welcome our new Pontiff and adjust to having a Pope emeritus, we will await the first labor encyclical. Let us hope that the American Cardinals who elected the new Pope, as well as their brother Bishops who didn’t make the trip, will adopt the social justice teaching and place it side by side with their own remarkable words in the Economic Pastoral, words like

“All Church institutions must also fully recognize the rights of employees to organize and bargain collectively with the institution through whatever association or organization they freely choose.”

“No one may deny the right to organize without attacking human dignity itself.”

These words, however, need to come off the page; they need to be put into action when a group of teachers approach their employer and ask for their long-championed Church rights. Only then can the employer Church preach to others.



And the Bishops Say ...

Among the basic rights of the human person must be counted the right of freely founding labor unions.

These unions should be truly able to represent the workers and to contribute to the proper arrangement of economic life.

Another such right is that of taking part freely in the activity of these unions without risk of reprisals.

(Gaudium et Spes, Vatican II)

from the St. Denis Teachers' Association...

March 4, 2013

Affiliated Locals

**Altoona Johnstown Catholic
School Teachers Association**
(Diocese of
Altoona Johnstown PA)
Michele Kirk

Association of Catholic Teachers
(Archdiocese of Philadelphia PA)
www.act1776.com
Rita Schwartz

Catholic Teachers Union - NJ
(Diocese of Camden NJ)
www.ctunj.com
Bill Blumenstein

**Central Ohio Association of
Catholic Educators**
(Diocese of Columbus OH)
www.coace.com
Kathleen Mahoney

**Cleveland High School
and Academy Lay
Teachers Association**
(Diocese of Cleveland OH)
Michael DeSantis

DELTA
(Diocese of Worcester MA)
Jonathan Meagher

**Diocesan Elementary Teachers
Association**
(Diocese of Buffalo NY)
Sue Manzella

**Federation of Pittsburgh
Diocesan Teachers**
(Diocese of Pittsburgh PA)
Russ DelVecchio

**Greater Hartford Catholic
Education Association**
(Archdiocese of Hartford CT)
Paul Fitzpatrick

**Greensburg Diocesan Teachers
Association**
(Diocese of Greensburg PA)
Thomasine Rose

Dear Rita,

On behalf of the St. Denis Teachers' Association I would like to thank you and all the NACST affiliates for their very generous gift to our school. It has been a difficult year but we are finally seeing the light at the end of the tunnel. As you know, due to Hurricane Sandy our school had sustained extensive flood damage to the entire ground floor. The affected spaces included our Pre-K and kindergarten classrooms, gymnasium, athletic kitchen, cafeteria, school kitchen, science lab, computer lab, and three offices. Slowly but surely we have repaired, replaced, and restored our school and its contents to its original state. The last and most costly has been the computer lab which will hopefully be completed this week.

Your prayers and support have been of great help to us. Many schools across the country have rallied to our support, and our school families, many of whom had been personally affected by the storm have likewise been wonderful and giving of their time and resources. Our major fundraiser, the St. Denis School gift auction, which had to be postponed due to the flooding, just took place last week and was a huge success. In spite of our misfortune regarding Hurricane Sandy, we are thankful for our blessings, and especially grateful to the NACST.

May God bless all of you,
Janne Darata
President St. Denis Teachers' Association

*Hurricane Sandy Fund Donation
presented to St. Denis Pastor,
Father Edward Blanchett and school
Principal, Mrs. Trudy Bonavita by
St. Denis Teachers Association
President, Janne Darata and SDTA
Executive Board Members
Pat Gallaudet and Joan Menutti.*



from the editor...

Employees At Will

In legal terms an "employee at will" is any worker who is not part of a working unit represented by a collective bargaining agent, i.e. a union.

For almost forty years, thousands of Catholic school teachers have been represented by unions they themselves have chosen.

Representation begins with the election of a bargaining agent independent of the employer Church.

The union then negotiates contracts with the diocesan and/or school administrations.

Teachers have sometimes found it necessary to take job actions to safeguard key provisions of the negotiated contracts.

The bargaining process puts the Church's social justice teaching into practice.

A cornerstone of the process is the personal satisfaction accompanying the accomplishment of our educational mission without a concomitant anxiety about our ability to continue the mission.

Teachers working under negotiated contracts have that essential aspect of working to fulfill our mission - job security.

Such is not the case with employees at will.

Often enough, for employees at will, terminations have been based on the changing whims and personal quirks of school administrators.

While it would be nice to think that all members of the Church follow the moral imperatives associated with the dignity of the worker, experience has shown that, even as the Church actively promotes the rights of workers, individual bishops, pastors, and principals act contrary to those same moral principles.

Without the protection of unions and negotiated contracts with job security, teachers remain merely employees at will.

At this time in the American Church, NACST urges all Catholic school teachers to put into practice the Church's social justice teaching.

To all employees at will in Catholic schools:
ORGANIZE ... ORGANIZE ... ORGANIZE

Internet Organizing Resources

Information about NACST and the unionization of Catholic school teachers is available at www.nacst.com.

Locals which have their own sites are: ACT [Philadelphia] www.act1776.com;
COACE [Columbus] www.coace.com; CTU [Camden] www.ctunj.com

Affiliated Locals

NACST @ St. John Vianney
(Diocese of Trenton NJ)
Helena Rosato

**Queen of Peace H.S.
Lay Teachers Association**
(Archdiocese of Newark NJ)
Lynn McGill

St. Denis Teachers Association
(Diocese of Trenton NJ)
Janne Darata

**St. Joseph's Teachers
Association**
(Archdiocese of Newark NJ)
Darlene Fisher

**St. Louis Archdiocesan
Teachers Association**
(Archdiocese of St. Louis MO)
Patricia Spellman

**St. Peter Prep
Teachers Association**
(Archdiocese of Newark NJ)
Steve Caslowitz

**St. Rose
Teachers Association**
(Diocese of Trenton NJ)
Sean McDonald
Bonnie Scherr

**Scranton Diocese
Association of Catholic
Teachers**
(Diocese of Scranton PA)

**Secondary Lay Teachers
Association**
(Diocese of Buffalo NY)
Chris Rusin

**Union County Catholic
Education Association**
(Archdiocese of Newark NJ)
Marc Berger

**Youngstown Confederation of
Diocesan Teachers**
(Diocese of Youngstown OH)
Barbara McVicker

Many thanks to the following contributors to the NACST Hurricane Sandy Relief Fund

Altoona-Johnstown Catholic School Teachers Association	\$ 1,000.00
Association of Catholic Teachers (Phildelphia)	\$ 1,000.00
Catholic Teachers Union of New Jersey (Camden)	\$ 1,000.00
Central Ohio Association Of Catholic Educators (Columbus)	\$ 1,000.00
DELTA (Worcester, MA)	\$ 500.00
Greensburg Diocesan Teachers Association	\$ 500.00
National Association of Catholic School Teachers	\$ 1,000.00
St. Louis Archdiocesan Teachers Association	\$ 5,000.00
Youngstown Diocesan Confederation of Teachers	\$ 2,000.00
Cleveland Central Catholic High School	\$ 400.00
Margaret Clinton (ACT, Philadelphia)	\$ 20.00
WILLIAM & VIRGINIA CROWTHER (ACT, PHILA)	\$ 25.00
Kathy Kammel, Phyllis Schoen, Deborah Tesch (St. Patrick Elementary School, Onalaska, WI)	\$ 100.00
Joann Kennelly (former Los Angeles Catholic School Teacher and Union Organizer)	\$ 25.00
Brother Frank O'Donnell (Marianist Brother in Baltimore, MD)	\$ 50.00
Rita Schwartz (NACST & ACT President)	\$ 100.00
Rosati-Kain High School (St. Louis)	\$ 100.00
Carl & Irene Tori (ACT, Phila. & ACT vice President)	\$ 100.00



*Hurricane Sandy Fund Donation presented to
St. Rose Pastor, Msgr. Edward Arnister, and school
Principal, Bill Roberts by St. Rose Teachers' Association
Co-Presidents, Bonnie Scherr and
Sean McDonald.*

Hurricane Sandy Relief

When Hurricane Sandy struck the New Jersey coast last fall, two schools at which NACST affiliates represent teachers sustained significant damage: St. Rose in Belmar; and, St. Denis in Manasquan.

The NACST Executive Committee established a relief fund to provide financial assistance to those schools. Almost \$14,000 was raised and distributed to the two schools as they continue to repair and rebuild from the storm damage.

The following letters were received from the schools.

From St. Rose: (Co-President, Bonnie Scherr)

Thank you and all the members so very much for the generous donation to St. Rose Grammar School!

Sean and I were both shocked to receive such a large donation.

We greatly appreciate what you and all the members did in helping out our school and remembering our small community.

We are using the money to enhance the classrooms.

So, each teacher has a budget of \$300-\$350 and they can order whatever they need/want .

At our last faculty meeting, Sean and I gave them the news of the generous check and also said that since the check came from the TEACHERS , it is going to the teachers!!!

A folder is going around to each teacher so they can put together their wish list and we hope to order everything before Easter.

I will keep you posted as to all the goodies they decide upon.

Thank you again from all of us at St Rose!!

From St. Denis:

A special thanks from all of us at St. Denis and the SDTA for the generosity of the National Association of Catholic School Teachers and its affiliates.

St. Denis is making excellent progress in repairing, replacing and restoring both the school and its contents, including the computer lab with new wiring and state of the art equipment.

Other areas of the school that needed to be restored include the Kindergarten and pre-K classrooms, Athletic kitchen and gymnasium, school kitchen, cafeteria and offices.

Thanks, again.



Members of the St. Rose Teachers Association with NACST President Rita Schwartz

Father Jack O'Malley, well-known labor priest activist from Pittsburgh, with Boston Labor Guild Executive Director, Allyson Every, and Rita Schwartz



2012-2013 Lay Teachers' Salaries

diocese	Basic Scale with BA/BS			Basic Scale with MA/ equivalent		Top Salary			Tuition Charged		comment
	starting	maximum	#steps to reach max	starting	maximum	beyond MA	# credits or degree	# steps to reach	elementary	secondary	
Hartford CT diocesan secondary	30215-35004	54420-59763	16-18	30648-37255	63434-69955	76375	MA+30	18	n/a	8,900-13,600	5
Worcester MA diocesan secondary	33990	61660	19	36490	64160	-	-	19	n/a	7450-8500	1
St. Louis MO diocesan secondary	27990	44807	25	29290	62504	63510	MA+30	35	n/a	6350-10100	1
Camden NJ diocesan secondary	33446	70739	37	35689	72982	75223	2MA/PhD	37	n/a	7,750	1
Trenton NJ St. Denis elementary	31370	51498	24	32370	52498	n/a	n/a	n/a	4,800	n/a	1
Trenton NJ Holy Cross High School	37700	72277	51	38150	73049	73990	MA+30 or PhD	51	n/a	9,000	1
Trenton NJ St. John Vianney High School	28615	63899	35	30324	65791	67683	PhD	35	n/a	10,500	1
Trenton NJ St. Peter Preparatory School	39492	76672	51	38150	73049	73990	MA+30 or PhD	51	n/a	12,475	1
Buffalo NY diocesan elementary	20860-26250	24475-35103	20	21585-26850	25075-36103	44462	MA+30	20	2,200-3,000	n/a	5
Buffalo NY diocesan secondary	21645-25950	35600-58600	17-40	23000-29000	36600-60000	61000	MA+30	40	n/a	7500-10000	5
Cleveland OH diocesan secondary	29400	49410	37	31692	61492	63648	PhD	37	n/a	7,740-8,790	1
Columbus OH diocesan elem & secondary, Franklin County	32756	50506	30	40460	63927	72057	Ph D	30	2,787-5,050	7,450-8,390	1
Youngstown OH parish elementary	16800-24000	48360	30	18144-25680	36288-50040	52200	MA+30	30	1,600-3,600	n/a	5
Youngstown OH diocesan secondary	30086	48563	30	32745	54866	57368	MA+30	30	n/a	6,350-6,800	1
Altoona/Johnstown PA private secondary	23000-23500	n/a	n/a	23500-24500	n/a	n/a	n/a	n/a	n/a	5,200-5,700	5
Greensburg PA diocesan secondary	27400	29050	32	27400	59850	60350	PhD	32	n/a	6,600-6,900	5
Philadelphia PA diocesan secondary	37650	72540	38	38150	73340	73980	PhD	38	n/a	5,800	1

1. There is one salary scale that is standard for the school(s) being reported.
 5. Salaries vary from school to school; therefore, numbers reflect the lowest school and the highest school being reported - all other schools fall between these numbers.

Nonaffiliated school survey results are available at www.nacst.com.