

Catholic School Teachers and Staff: *Why Unionize?*

Keep good teachers and support staff 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 and support staff with respect and professionalism

Catholic School Teachers and Staff: *How to Unionize?*

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

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From the President ...

JUSTICE AND DIGNITY THE RIGHTS OF ALL CATHOLIC SCHOOL TEACHERS

During Easter week this year, officers from the National Association of Catholic School Teachers will be at the NACST booth at the NCEA Convention in St. Louis talking with teachers and distributing information detailing the advantages of having a teachers' union. It is amazing how many teachers are not aware of their rights under the social justice teachings of our Church to form unions and to freely participate in them.

NACST members throughout the United States know well the benefits of union representation and a negotiated contract. A negotiated contract goes well beyond salary and benefits provisions, although these are extremely vital to every teacher. The heart and soul of any collective bargaining agreement lies in the justice and dignity that the document brings with it. Without dignity, there is no justice.

However, in order to achieve the rights guaranteed by the teachings of our Church, it is often necessary for teachers to stand together, to hold their administrators' feet to the fire, as it were. It is unfortunate that school and diocesan administrators, many of whom started their careers as Catholic school teachers, seem to forget, or, what is worse, simply ignore, the social justice teachings.

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Why Unions?

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.

from AFL-CIO publications #164 & P-189-0892-350



from the Bishops ...

Among the basic rights of the human person is to be numbered the right of freely founding unions for working people.

These should be able truly to represent them and to contribute to the organizing of economic life in the right way.

Included is the right of freely taking part in the activity of these unions without risk of reprisal.

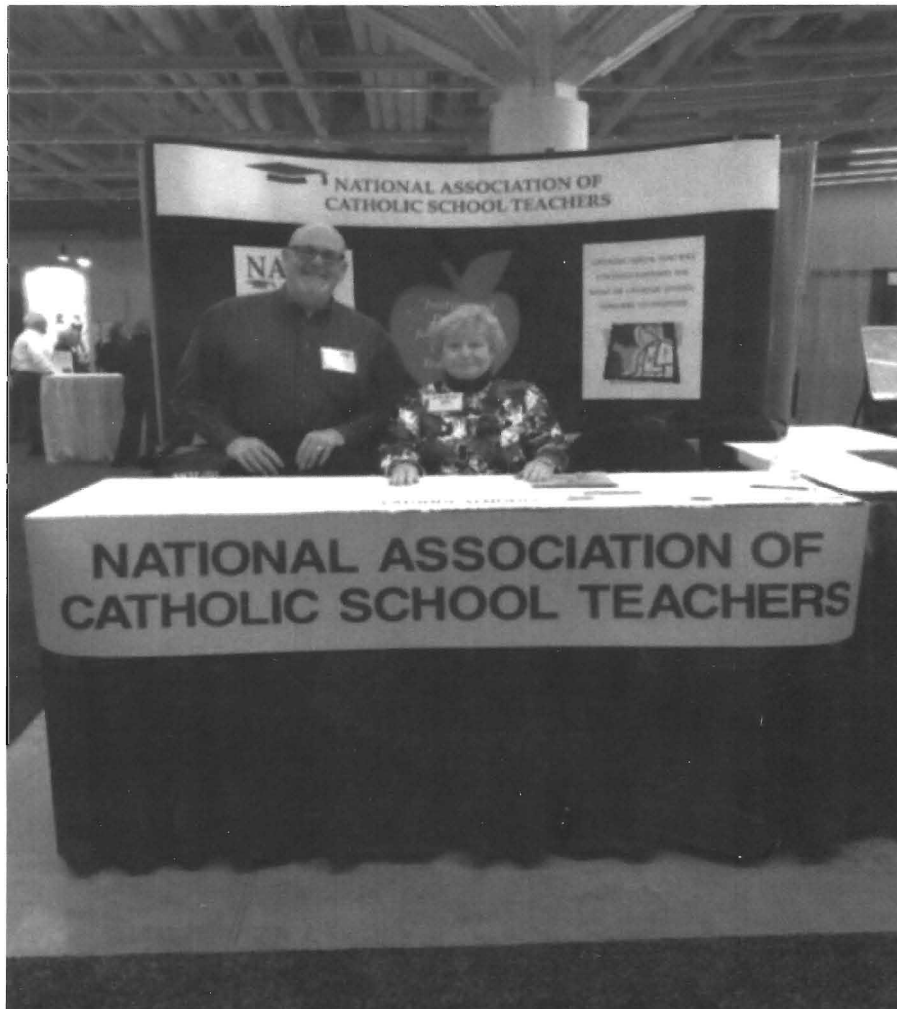
Gaudium et Spes, #68

JUSTICE AND DIGNITY

Teachers in Catholic schools are well-educated and committed professionals to whom thousands of parents entrust their children. These teachers have every right to have a say over the conditions of their employment. They are entitled to be "full partners in the educational enterprise," as promised by the U.S. Bishops in TO TEACH AS JESUS DID.

The National Association of Catholic School Teachers continues to work with and fight for teachers in Catholic schools to help them achieve the rights long championed by the Catholic Church for all other workers.

Let NACST know how we can help you.



Affiliated Locals

Altoona Johnstown Catholic School Teachers Association

(Diocese of Altoona Johnstown PA)
Karen Blaisdell

Association of Catholic Teachers

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

Catholic Teachers Union - NJ

(Diocese of Camden NJ)
www.ctunj.com
William Blumenstein

Central Ohio Association of Catholic Educators

(Diocese of Columbus OH)
www.coace.com
Erica Gowitzka

Cleveland High School and Academy Lay Teachers Association

(Diocese of Cleveland OH)
Michael DeSantis

DELTA

(Diocese of Worcester MA)
Kate Harris

Diocesan Elementary Teachers Association

(Diocese of Buffalo NY)
Joann Biggie

Federation of Pittsburgh Diocesan Teachers

(Diocese of Pittsburgh PA)
Brian Klisavage

Greater Hartford Catholic Education Association

(Archdiocese of Hartford CT)
Paul Fitzpatrick

Affiliated Locals

Greensburg Diocesan Teachers Association
(Diocese of Greensburg PA)
Will Merchant

NACST @ St. Joh Vianney
(Diocese of Trenton NJ)
Lisa Lenn

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

St. Louis Archdiocesan Teachers Association
(Archdiocese of St. Louis MO)
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St. Peter Prep Teachers Association
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Steve Caslowitz

St. Rose Teachers Association
(Diocese of Trenton NJ)
Colleen Reilly
Laura Urspruch

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

Union County Catholic Education Association
(Archdiocese of Newark NJ)
Jaclyn Church

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

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: use NACST to protect and promote your rights.

Catholic social teaching supports the right of workers to choose whether to organize, join a union, and bargain collectively, and to exercise these rights without reprisal. . . . Workers, owners, employers, and unions should work together to create decent jobs, build a more just economy, and advance the common good.

Forming Consciences for Faithful Citizenship , USCCB, 2007

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2016 - 2017 Lay Teachers' Salaries

Name of Diocese	Basic Scale with BA/BS	Scale With MA/Equivalent	Top Salary	# of credits or degree to reach	# of steps to reach top salary	Tuition Charged	Comments
	Starting	Starting	Beyond MA			Elementary	Secondary
	Maximum	Maximum	Maximum				
DIOCESE OF HARTFORD, CT							
Diocesan Secondary Schools	31122-41350	31721-44305	80575	MA+30	19	n/a	\$8900-\$15000 5
DIOCESE OF WORCESTER, MA							
Diocesan Elem. and Secondary Schools	33990	36490	65660	PhD	19	\$4,600	\$7895-\$8450 1
ARCHDIOCESE OF ST. LOUIS, MO							
Diocesan Secondary Schools	29362	30662	71850	PhD	39	n/a	\$7875-\$11650 1
DIOCESE OF CAMDEN, NJ							
Diocesan Secondary Schools	30737-37787	32460-40126	78329-79388	2MA or PhD	36-39	n/a	\$8500-\$9000 5
DIOCESE OF TRENTON, NJ							
Holy Cross Academy	37700	38150	77140	MA+30 or PhD	54	n/a	\$12000 1
St. John Vianney High School	37500	39150	69306	DMA	20	n/a	\$11750-\$15350 1
DIOCESE OF BUFFALO, NY							
Diocesan Elementary Schools	22510-26391	23235-27267	n/a	n/a	n/a	varies	n/a 5
Diocesan Secondary Schools	26830	31200	n/a	n/a	n/a	n/a	\$9000-\$10000 6
ARCHDIOCESE OF CLEVELAND, OH							
Diocesan Secondary Schools	32820	35120	67520	PhD	40	n/a	\$8300-\$9700 1
DIOCESE OF COLUMBUS, OH							
Dioc. Elem. & Sec. Schools in Franklin City	34676	42831	74698	PhD	30	\$2150-\$9900	\$4940-\$9665 1
DIOCESE OF YOUNGSTOWN, OH							
Diocesan Secondary Schools	30386	33072	60783	MA+30/PhD	30	n/a	\$7000-\$8200 1
Diocesan Elementary Schools	17001-25500	27285	n/a	n/a	n/a	\$3250-\$4850	n/a 5
DIOCESE OF GREENSBURG, PA							
Diocesan Secondary Schools	27400	28200	*300/*500	*MA/**PHD	*** per step	n/a	\$9150 1, 9
ARCHDIOCESE OF PHILADELPHIA, PA							
Diocesan Secondary Schools	39300	40000	79305	PhD	44	n/a	\$7200 1
DIOCESE OF PITTSBURGH							
Diocesan Elementary Schools	33611	33861	56667	PhD	23	-	n/a 1
Diocesan Secondary Schools	37000	37800	76900	PhD	30	n/a	\$13000-\$15000 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. 6 Salaries vary from school to school; therefore, numbers reflect the average of all schools being reported. 9 All starting teachers earn between \$600-\$700 per year for each year of experience up to 5 years.

