

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:

Rita Schwartz, President
 NACST
 Suite 903
 1700 Sansom St.
 Philadelphia, PA 19103

email: nacst.nacst@verizon.net
www.nacst.com

SPRING: A TIME OF UNCERTAINTY FOR THE NON-UNIONIZED

It has certainly taken Spring an inordinately long time to make its presence felt this year. Spring definitely means different things to unionized and non-unionized teachers. For unionized teachers in Catholic elementary and high schools, there could be a new contract being negotiated, one into which they have had input as to what they want as far as salary, benefits and working conditions are concerned. If there is a multi-year contract, life simply continues and raises and increased benefits have already been negotiated.

For non-unionized teachers, or, as they are known, “employees at will,” the coming of spring often brings uncertainty. No matter how many years’ service these teachers have given to Catholic education, they anxiously wait to see if they will be “invited back.” If it is thumbs up, they can exhale. If it is thumbs down, they are out of a job and have no recourse. There is no way to challenge the termination. In fact, since the teachers only signed a one-year contract, they will be told that this is not a termination. A contract for next year is just not being offered.

Lay teachers in Catholic schools throughout the United States comprise well over 97% of the total teaching force. Yet fewer than half of these teachers have any real say over their salaries, benefits or the conditions under which they work. They have no effective due process; they have no job security. These vital facets of a teacher’s work life are what a teachers’ union is all about. A Union is an organized voice, a recognized representative that sits as an equal partner at the bargaining table and speaks for teachers and their rights.

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National Executive Committee

President

Rita C. Schwartz
Suite 903
1700 Sansom St.
Philadelphia, PA 19103
phone (215) 665-0993
(800) 99-NACST
nacst.nacst@verizon.net

Executive Vice President

Michael DeSantis
6733 Reynolds Rd.
Mentor, OH 44060
phone (440) 223-0609
mikedesantis@yahoo.com

Secretary-Treasurer

Paul Fitzpatrick
22 Main St., ext 1-6
Simsbury, CT 06081
phone (860) 604-9593

Vice Presidents at Large

Brian Klisavage
Foster Plaza
Bldg #10, Room 120
680 Anderson Dr.
Pittsburgh, PA
phone (412) 921-6042

Barbara McVicker
750 Wick Ave.
Youngstown, OH 44505
phone (330) 758-5312

Chris Rusin
22 Carmelite Drive
West Seneca, NY 14224
crusin62@yahoo.com

Patricia Spellman
1529Batters Box Dr.
O'Fallon, MO 63366
phone (636) 281-2016
pspstl@gmail.com

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

The actual process of forming a teachers' Union is not rocket science. However, the procedure of securing recognition and collective bargaining from one's pastor, superintendent or bishop is, often, more complicated than it needs to be.

For well over 100 years, the Catholic Church has championed the rights of workers, especially the right to unionize, to be treated fairly and to negotiate a just wage. The US Bishops have spoken specifically of these rights being there for their own employees. Unfortunately, actions often speak louder than words and the bishops silently add to their championing of these rights "but not in my backyard."

Thousands of unionized Catholic school teachers across the country are proof that Justice and Dignity for Catholic School Teachers are attainable and are in perfect harmony with the teachings of the Catholic Church. But Justice and Dignity are not just words. They must form the foundation of the Church's labor relations policy just as they form the basis of the Church's social teaching.

The National Association of Catholic School Teachers was established in 1978 and, for 40 years, we have worked and fought for teachers so that they could achieve the rights long championed by our Church for all workers.

Let the National Association of Catholic School Teachers know what we can do to help you.

Rita



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

Affiliated Locals

Altoona Johnstown Catholic School Teachers Association

(Diocese of Altoona Johnstown PA)

Karen Blaisdell

Association of Catholic Teachers

(Archdiocese of Philadelphia PA)

Rita Schwartz

Catholic Teachers Union - NJ

(Diocese of Camden NJ)

Mary Kay Rossi

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

Greensburg Diocesan Teachers Association

(Diocese of Greensburg PA)

Will Merchant

NACST @ St. Joh Vianney

(Diocese of Trenton NJ)

Lisa Lenn

St. Louis Archdiocesan Teachers Association

(Archdiocese of St. Louis MO)

Patricia Spellman

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)

Jaelyn Church

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.

Contact NACST today.

2017-2018 Lay Teachers' Salaries

Name of Diocese	Basic Scale with BA/BS		# of steps to reach maximum	Scale With MA/Equivalent		Top Salary	# of credits or degree to reach	# of steps to reach top salary	Tuition Charged		Comments
	Starting	Maximum		Starting	Maximum				Elementary	Secondary	
DIOCESE OF PEORIA, IL											
Parish Elementary and Secondary Schools	26520-31375	38000-49592	20-30	28907-34513	49000-55919	57730	MA+30 or PhD	25	\$1800-\$4758	\$4650-\$7245	4,6,7
ARCHDIOCESE OF LAFAYETTE, IN											
Diocesan Elem. and Secondary Schools	27855	33570	-	35537	45667	n/a	n/a	n/a	\$2900-\$5428	\$7325-\$13575	5
DIOCESE OF WORCESTER, MA											
Diocesan Elem. and Secondary Schools	34330	62277	19	36830	64777	66277	MA+30	19	\$4050-\$6600	\$6850-\$8700	1,8
GRAND RAPIDS, MI											
Dioc./Parish Elem. & Secondary Schools	26000	67300	n/a	n/a	n/a	n/a	n/a	n/a	\$2193-\$5500	\$6040-\$9180	
DIOCESE OF KALAMAZOO, MI											
Diocesan/Parish Elem. & Secondary Schools	20000-28972	30000-43457	5-31	22260-30710	30465-56203	56203	PhD	35	\$980-\$4888	\$1930-\$9649	4,7
DIOCESE OF KANSAS CITY - ST. JOSEPH, MO											
Elementary and Secondary Schools	26462-30296	30296-35014	4	28790-46875	32782-46875	n/a	n/a	n/a	varies	varies	4,7
ARCHDIOCESE OF ST. LOUIS, MO											
Diocesan Elementary Schools	27981	51544	44	28681	64138	67546	MA+30	44	\$2284-\$6642	n/a	1,7
Diocesan Secondary Schools	29481	50940	40	30781	71058	73287	MA+30	40	n/a	\$8670-\$12050	1,8
DIOCESE OF CAMDEN, NJ											
Diocesan Secondary Schools	31215-39004	63348-76762	36-40	32890-41381	65734-79138	68118-81513	2MA or PhD	36-40	n/a	\$8950-\$9645	4,8
DIOCESE OF METUCHEN, NJ											
Diocesan/Parish Elem. & Secondary Schools	30687	44705	20	32221	46940	49176	PhD	20	\$4250-\$6460	\$12900-\$13500	1,7
DIOCESE OF TRENTON, NJ											
Holy Cross High School	38150	75427	55	38600	76199	77140	MA+30 or PHD	55	n/a	\$12000	1,8
St. John Vianney High School	37500	65756	20	39150	67406	69306	Dual MA	20	n/a	\$12995	1,8
DIOCESE OF SANTA FE, NM											
Dioc. & Parish & Private Elem. & Sec. Schools	28705	52446	30	30095	54912	58173	PhD	30	\$3800-\$6750	\$9100-\$12700	5
DIOCESE OF BUFFALO, NY											
Ind/Parish Elementary Schools	26910	32838	20	27808	33698	n/a	n/a	n/a	n/a	n/a	5,8

1 There is one salary scale that is standard for the school (s) being reported. 4 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. 5 Salaries vary from school to school; therefore, numbers reflect the average of all schools being reported. 6 Salaries being reported are for Secondary Schools only; Elementary Schools are asked to pay a minimum of 80% of their local public schools, with a \$23,000 minimum. 7. Tuition Varies school to school; higher tuition for non-parishioners. 8. A National Association of Catholic School Teachers Affiliate

2017-2018 Lay Teachers' Salaries

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DIOCESE OF OGDENSBURG, NY	Starting	Maximum		Starting	Maximum			Beyond MA	# of credits or degree to reach	# of steps to reach top salary	Elementary	Secondary	
Diocesan and Parish Schools	17600-30000	39140	varies	21000-30660	36890	n/a	n/a	n/a	n/a	n/a	\$2000-\$3900	\$5050-\$5100	4
DIOCESE OF CLEVELAND, OH													
Diocesan Secondary Schools	33920	54070	40	36220	65920	68070	MA+36/PhD	40			n/a	\$8200-\$10,200	1,8
DIOCESE OF YOUNGSTOWN, OH													
Diocesan Elementary & Secondary Schools	17001-30386	52501	30	33072	58807	61989	PhD	30			\$2500-\$4650	\$8000	4
DIOCESE OF ALTOONA-JOHNSTOWN, PA													
Individual Secondary School	24000	56148	-	24500	56648	n/a	n/a	n/a			n/a	\$6500	1,8
DIOCESE OF ERIE, PA													
Diocesan/Parish Elementary Schools	22993 - No Max	39352 - No Max	40	25611 - No Max	32722 - No Max	33716 - No Max	MA+18	9			\$2676-\$4053	\$4930-\$9475	4
ARCHDIOCESE OF PHILADELPHIA, PA													
Diocesan Secondary Schools	39800	79065	43	40300	79865	80505	PhD	43			n/a	\$7500	1,8
DIOCESE OF PITTSBURGH, PA													
Diocesan Elementary Schools	33611	58467	21	n/a	n/a	n/a	n/a	n/a			\$3800-\$4400	n/a	1,8
Diocesan Secondary Schools	38100	74100	30	38800	75600	77000	PhD	30			n/a	\$10000-\$13000	1,8
DIOCESE OF SIOUX FALLS, SD													
Diocesan Elementary & Secondary Schools	32185	43887	n/a	n/a	n/a	n/a	n/a	n/a			\$800-\$2525	\$2565-\$5175	5
DIOCESE OF EL PASO, TX													
Parish/Private Elem. & Secondary Schools	21942-26160	29893	21	24068-29893	61028	n/a	n/a	n/a			\$3250-\$6910	\$4100-\$7210	4
DIOCESE OF FORT WORTH, TX													
Parish/Private Elem. & Secondary Schools	28847	33402	3	34442	42880	72000	n/a	n/a			\$5370-\$7200	\$9705-\$15170	5
DIOCESE OF SUPERIOR, WI													
Parochial/Elementary Schools	21250-29000	no scale	no scale	21250-32000	no scale	no scale	n/a	n/a			\$1500-\$3200	n/a	5

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