

## 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 ...*

### CELEBRATING CATHOLIC TEACHER UNIONS

The theme of the spring NACST Newsletter is always the need for teachers who are not yet represented by a union to begin the process of empowerment. For those who already enjoy the benefits of representation and a negotiated contract, there is the duty to work hard to keep their unions strong.

Of course, there are many more "employees at will," teachers with no protection. For them, "just cause" is simply "just 'cause their pastor, principal or bishop says so."

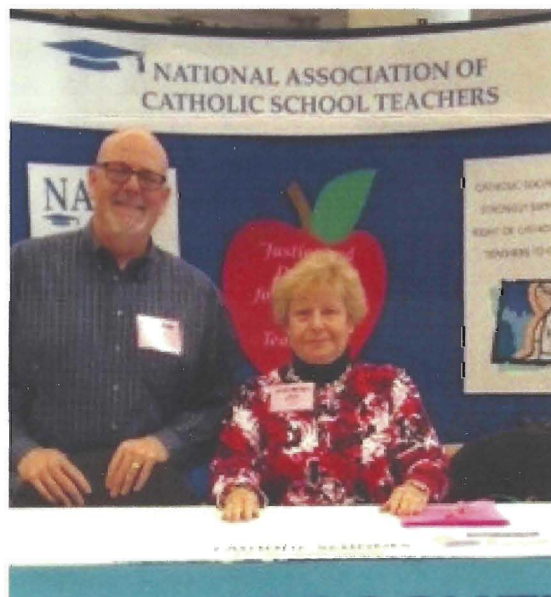
The Catholic Church, for almost 125 years, has championed the right of workers to form a union and to participate in it without risk of reprisal. The difficulty is not forming a teacher association in Catholic elementary and secondary schools; the trick is achieving both recognition of the union and bargaining rights from their employers.

The employer Church has promulgated amazing language on worker justice, even for its own employees. Unfortunately, the Church too often fails in following the words it preaches.

A success story this past year occurred in the Archdiocese of St. Louis. The

*- cont'd on page 2*

*NACST President  
Rita Schwartz and  
CHALTA President  
Mike DeSantis at the  
Ohio Catholic  
Education Association  
Convention*



## National Executive Committee

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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.

*save the dates*

38th NACST Annual Convention  
October 7-9, 2016 in Baltimore

## Celebrating Catholic Teacher Unions *cont'd from p. 1*

St. Louis Archdiocesan Teachers Association seeking recognition of a union at Cardinal Ritter College Prep High School contacted Archbishop Robert J. Carlson. The Archbishop responded, "In its teachings on social justice, the Catholic Church has long defended the ability of workers to form and join such association." He asked the Superintendent and Associate Superintendent to work with the officers of SLATA. Archbishop Carlson ended his letter saying, "I look forward to continuing our cooperative relationship with the St. Louis Archdiocesan Teachers Association as we consider this new representation and new contracts for the coming school year."

Teachers at Cardinal Ritter recently voted approval of their first collective bargaining agreement. The thousands of teachers in the National Association of Catholic School Teachers applaud Archbishop Carlson and welcome the teachers at Cardinal Ritter.

A number of Catholic Teacher Unions across the country are approaching their 50th anniversary as collective bargaining representatives for their teachers. These Unions stand as shining examples of social justice in the Catholic Church. We congratulate them and thank them for their hard work.

As the National Association of Catholic School Teachers approaches its 40th year, it continues to work with and fight for teachers in Catholic elementary



**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  
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)  
Jonathan Meagher

**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

**Recommit to Catholic School Education**

The 2016 NCEA annual statistical report notes the continuing trend of Catholic school closures throughout the U.S.

In the past 10 years [since the 2005-2006 school year] the total number of U.S. Catholic schools - elementary and secondary - dropped 14% to 6,525. Enrollment in Catholic schools has dropped to 1,915,836 from 2,235,220.

For almost forty years, the work of lay teachers has sustained the mission of Catholic education. According to the 2016 NCEA statistics, lay teachers make up 97.2% of all Catholic school staffs.

During that time, dioceses have been withdrawing financial support from schools, moving away from diocesan-wide systems. Left to their own devices, schools have raised tuitions and kept staff salaries low, thus forcing parents and teachers to bear the financial burden of sustaining Catholic schools, contrary to the teaching of the U.S. Bishops' 1986 Economic Pastoral.

To stop the decline in the number of schools and students, dioceses must recommit resources to the schools.

Teachers, with their daily experience, must be included in the recommitment to the schools.

The most effective way for teachers to reinvigorate diocesan school systems is through participation in teacher unions.

To non-union Catholic school teachers: contact NACST, form a union in your school/diocese, lead the recommitment of dioceses to Catholic education.

**Affiliated Locals**

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

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

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

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

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

**St. Rose Teachers Association**  
(Diocese of Trenton NJ)  
Dee Badach

**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)  
Jaclyn Church

2014-2015 Lay Teachers' Salaries												
Name of 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	
<b>Diocese of Hartford, CT</b>												
Diocesan Secondary Schools	31122-39750	57258-62363	14-18	31721-42705	62634-73555	44305-77375	MA+30	14	n/a	\$9,000/		5
<b>Diocese of Worcester, MA</b>												
Diocesan Elem. & Sec. Schools	33990	61660	19	36490	64160	65660	MA+30 or PhD	19	\$4,450	\$7,955-\$9,250		1
<b>Archdiocese of St. Louis, MO</b>												
Diocesan Secondary Schools	29236	48962	28	30536	68299	70441	PhD	38	n/a	\$8,250-		1
<b>Diocese of Camden, NJ</b>												
Diocesan Secondary Schools	30289-36655	64143-73761	36-39	32046-38961	66482-76220	68819-78679	2MA/PhD	36-39	n/a	\$8,500		5
<b>Diocese of Trenton, NJ</b>												
Holy Cross High School	38150	75427	54	38600	76199	77140	MA+30 or PhD	54	n/a	\$11,600		1
St. John Vianney High School	37500	65756	20	39150	68306	69306	20	DMA	n/a	\$12,200		1
<b>Diocese of Buffalo, NY</b>												
Diocesan Elementary Schools	24150-26225	27000-37478	20	24750-25875	27600-38478	n/a	n/a	n/a	varies	n/a		5
Diocesan Secondary Schools	28000	58100	34	29000	58000	n/a	n/a	n/a	n/a	\$8725-\$9764		6
<b>Diocese of Cleveland, OH</b>												
Diocesan Secondary Schools	31720	52420	40	34020	64520	66720	MA+36	40	n/a	\$7,500-\$9,800		1
<b>Diocese of Columbus, OH</b>												
Dioc. Elem. & Sec. Schools in Franklin	34676	51299	30	42831	65714	74698	PhD	30	n/a	\$6725-\$7200		1
<b>Diocese of Youngstown, OH</b>												
Diocesan Secondary Schools	30086	48563	30	32745	54866	57368	MA+30	30	\$3310-\$5100	\$8300-\$9590		1
<b>Diocese of Altoona-Johnstown, PA</b>												
Private Secondary Schools	24000-26500	n/a	n/a	24500-27500	n/a	n/a	n/a	n/a	n/a	\$6100-6150		5
<b>Diocese of Greensburg, PA</b>												
Diocesan Secondary Schools	27400	63356	37	28200	64156	n/a	n/a	n/a	n/a	\$8,950		1,9
<b>Archdiocese of Philadelphia, PA</b>												
Diocesan Secondary Schools	39300	76765	41	39800	77565	78205	PhD	41	n/a	\$6,800		1
<b>Diocese of Pittsburgh</b>												
Diocesan Elementary Schools	32611	58467	25	n/a	n/a	n/a	n/a	n/a	\$0-\$4400	n/a		1
Diocesan Secondary Schools	36600	74100	41	37300	75600	76900	PhD	n/a	n/a	\$9500-\$13000		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.