

**ASSOCIATION OF CATHOLIC TEACHERS**  
**Contract Proposal Highlights**  
**July 22, 2020**

**ARTICLE I – PURPOSE AND SCOPE OF AGREEMENT**

If System introduces a new policy and it is grieved, policy cannot be implemented until grievance is resolved.

**ARTICLE III – UNION REPRESENTATION**

No anonymous material or any information obtained via any camera can be placed in a teacher's personnel file. No material from sources other than the personnel file if obtained via a camera or without having the teacher's permission can ever be placed in a teacher's personnel file.

**ARTICLE IV – TENURE**

Will be eligible for tenure with MA in Theology (will not need 18 credits in Education)

All evaluations by department heads and administrators require that the evaluator be physically present in the teacher's classroom.

Department heads will evaluate teachers in all categories of the Evaluation Instrument.

**ARTICLE VI – LEAVE**

No teacher will use his/her sick days if he/she has been placed in quarantine.

Assault or injury due to personal contact with a student will include any type of exposure to COVID. Workers' Compensation benefits will apply.

Teachers will not have to use 1/3 sick day while on Workers' Compensation as a result of exposure to COVID.

No teacher will be charged a sick day for every seven periods missed if the time missed is COVID related.

At retirement, all teachers can redeem 200 sick days at \$100 per day

Sick Day Bank

Paid child bearing, paternity, adoption leaves (12 weeks)

Increase the number of sabbaticals from 1 to 3

10 years of system seniority will be waived for career or personal leave if COVID related.

Full cost of Medical Health, Dental and Group Life Insurance Plans will be paid by the System if the leave is COVID related.

#### **ARTICLE VII – TRANSFER POLICY**

If school has less than 400 students, minimum number of teachers is 25.

Increase the number of weeks' salary if laid off from 4 to 12

#### **ARTICLE VIII – TEACHER ASSIGNMENTS**

Lowering of maximum class size in all classes from 31 with a corridor of 3 to 27 with a corridor of 3; no more than 3 students with IEP in any class.

Lowering of maximum class size in homeroom from 35 to 30.

#### **ARTICLE IX – DUTIES AND ACTIVITIES**

No teacher professional development days prior to the opening of school

No 15 minutes after end of school day

No file letters for absence on in-service day or day of recollection if absence is COVID related.

Five PD Days must be high school specific and Act 48 eligible.

Unit plan doesn't have to be UbDs or Scales, just evidence of planning

Stipend for teachers who provide work for students on extended absence

#### **ARTICLE X – EXTRACURRICULAR ACTIVITIES**

Add Moderator of Robotics

Lower enrollment numbers for stipends from less than 900/greater than or equal to 900 students to less than 700/greater than or equal to 700 students

Moderators will receive the full stipend if shutdown occurs as a result of COVID.

Stipends of \$2550/\$2750. Increased to \$2750/\$2950 in 2022.  
40 Hour Stipend -- \$1000.

#### **ARTICLE XI – ADVANCEMENT**

Department Heads for all departments, regardless of number of members

Terms for local administrators

Evaluation of local administrators

## **ARTICLE XII – SALARIES**

Salary increases of \$2400, \$2400, \$3000, \$3000

Starting salary -- \$41,000; in 2022, \$41,500

Increase in Department Head Stipend -- \$3500 first two years; \$4000 years 3 and 4

Increase in TV Director Stipend -- \$2000 first two years; \$2300 years 3 and 4

Increase in Computer Resource Person Stipend -- \$2200 first two years; \$2500 years 3 and 4

City Wage Tax reimbursement if extended school(s) closure

## **ARTICLE XIII – FRINGE BENEFITS**

No change in medical plans for the life of the Agreement

No increase in premiums for medical plans over life of the Agreement

Increase in System's contribution to medical plan premium for early retirement and disability retirement.

All co-pay costs, out-of-pocket maximums, annual deductibles, etc. waived if seeking medical treatment for COVID related condition

System will pay medical plan premium for furloughed teachers until get full-time job.

Increase in System's contribution to each teacher's Vanguard account.

Early retirement incentive—1 ½ years of salary over 3 years and System pay full cost of medical until teacher reaches age 65

Service period assistant opportunities available to those beyond age 65 or those who take normal retirement

Increase in the 3 levels of the Educational Grant Fund in the third year of contract

## **ARTICLE XIV – GRIEVANCE PROCEDURE**

Elimination of Superintendent's Level

**ARTICLE XV – BOARDS AND COMMITTEES**

Sick Day Bank Committee-Diocesan and local

**ARTICLE XVI – GENERAL TEACHING CONDITIONS**

System supplies face masks, face shields and all necessary personal protective equipment to teachers at no cost to teachers.

**ARTICLE XVIII – SUBSTITUTE TEACHERS**

Paid on appropriate salary scale

**ARTICLE XX – SUCCESSORS AND ASSIGNS**

If schools are privatized or sold to another entity, the Labor-Management Agreement will remain in force for the length of the contract

**ARTICLE XXI – SEVERANCE BENEFITS**

Salary and medical benefits for teachers who are laid off as result of school(s) closure(s) based on the number of years in the System

**ARTICLE XXIII – TERM OF AGREEMENT**

4 years