



CATHOLIC TEACHERS UNION

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From the President

Fellow CTU Members,

As we welcome the beginning of Spring, I believe that I can speak for most of you when I say that the upcoming Easter break can not come soon enough. During this time our patience may be running a little bit thin along with some of our focus. It has been a long stretch of time getting to this point in the school year, but the finish line is getting closer and the upcoming recess will be a well-deserved one for all of us.

As a part of this message, I want to give everyone an update on some union matters taking place. The teachers at Holy Spirit have ratified a new two-year contract starting in September, 2025, and negotiations have begun this week at Paul VI with the goal of having a ratified contract before the end of the current school year.

And as we move past Holy Week and Easter, I hope everyone had a blessed relaxing break with family and friends and is ready to finish the school year strong.

Best regards,

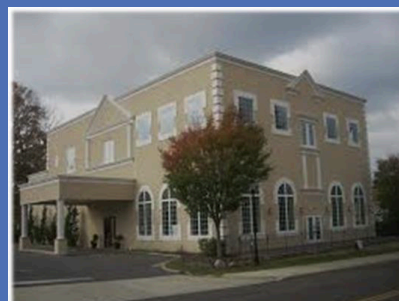
Bob Cranston
President



CTU General Membership Meeting at The Kove

June 12, 2025, 5:00 pm-8:00 pm

RSVP here by May 31



Executive Board

Bob Cranston (CC)
President

Ben Jones (PVI)
Executive Vice
President

Maureen Simzak (PVI)
Executive Secretary

Jamie Bottino (PVI)
Treasurer

Delegates

Scott Higbee (HS)

Bob Moffett (CC)

Kelly Ogle (PVI)

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[Camden Diocese
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*Layout/Editor:
Len Cava (PVI)*



CATHOLIC TEACHERS UNION

From the Executive Vice-President

Dear CTU Members,

Your contract protects your rights as Catholic educators. Here are the key points to remember:

Benefits: Contracts guarantee medical, dental, vision, life insurance, long term disability, and retirement plans. Tuition reimbursement is available for graduate level coursework, a great resource if you are planning to advance your degree.

Leaves of Absence: You are entitled to sick leave, bereavement leave, maternity leave, and professional leave. Be sure to follow procedures when requesting time to ensure you receive your full benefits.

Grievance Rights: If your rights are violated or unfair action is taken, you have the right to file a grievance. Your union will support you through each step of the process. Morality-related dismissals follow a different procedure under diocesan authority.

Volunteer and Extracurricular Forms: Before signing any volunteer or extracurricular forms,

consult your union representatives. Some activities may come with additional responsibilities or risks that require extra protections.

Salary and Step Advancement: Your salary follows a step scale based on years of service and degree level. Pay increases annually with experience, and future raises are being negotiated.

Activities (requiring 30 hours or more per year qualify for a stipend): If your club, team, or organization requires at least 30 hours of work across the school year, you are entitled to a stipend, even if the club is not listed in the contract.

Final Reminder: Please take time to review your contract. If you have any questions, reach out to your union representatives. Staying informed is the best way to stay protected.

In solidarity,

Ben Jones
Executive Vice President

Treasury Report

As of March of 2025, CTU is operating with a balance of \$225,533.73. Our net assets are up since the beginning of the school year, but we do anticipate a large expense for the end of the year General Membership Meeting. With dues collected this school year and rate increases on our investments, we remain in good financial standing. We continue to strive for growth and stability as we close our school year.

As always, detailed quarterly financial reports can be found on the CTU membership page. Please do not hesitate to contact me with any questions or concerns. Have a great end to the school year!

Thank you,

Jamie Bottino
Treasurer



CATHOLIC TEACHERS UNION

Report on Schools

Paul VI High School

Paul VI is in the last year of our four-year contract. The current contract states, either the school or union can request to open negotiations after March 1st. Shortly after that date, CTU President Bob Cranston sent a request to the school president and principal to initiate new contract negotiations. The offer was accepted by the school. Both parties would like to utilize the model of the Federal Mediation and Conciliation Services (FMCS).

During preparation for our upcoming negotiations, a misprint was found on the 24-25 salary scale. During this school year the agreed-upon salary raise was to be 3.75%. However, the misprint did not provide the full raise that some individuals were entitled to receive. This affected 7 members in steps AA - FF. This mistake was discovered on March 11th, and the school was notified of the error the following day. The school and union worked quickly to

resolve the issue and the school agreed to pay the teachers what they were owed. On March 18th, the school president and building delegate met with those affected, at which time they were informed they would receive an additional check on the April 15th pay cycle for what they are owed.

Overall, things are going well at Paul VI. We are looking forward to a successful negotiation this spring that continues to ensure fair compensation, benefits, and working conditions. Any non-contractual issues can be brought to the delegate or executive vice president to be included in the liaison meetings with administration.

Kelly Ogle
PVI Delegate

Holy Spirit High School

As we roll into the 4th quarter, we take note of several changes that have been made at Spirit, and many that will be made.

Our dean of students was reassigned to be our curriculum coordinator, working along with our guidance director in that capacity. The goal was to devise a schedule that works better for both the students and the faculty. We are looking forward to those changes and hope that they will help slow the decrease in enrollment and get us back on track.

In the meantime, a new dean of students was hired for the rest of the year. In addition, with grant money, we secured a security officer (a Spirit grad), who will also be with us for the rest of this school year. The school has also advertised openings for a math teacher and a special needs teacher for the next school year.

Recently we held a very successful “bash” at Seaview Country Club where we honored our championship teams from the 1970s. Our spring musical *Footloose*

played to large, appreciative audiences. A revival of our Mr. Spartan contest was held on March 30th, and lastly, the Junior/Senior Prom will be held on May 1st.

Contract negotiations began on March 26th, with President Bob Cranston and Delegate Scott Higbee representing CTU in a meeting with Head of School Mr. Mike McGhee. As a result of these negotiations, the faculty will vote on a new two-year contract on April 9th.

Enrollment for incoming freshmen is still lagging far behind the number of graduating seniors. As usual, we are hoping for an uptick in new registrations this Spring and Summer.

We all know the experience of entering the 4th quarter of a school year. The end is near, but with so much to do we each have “miles to go before [we] sleep.” Enjoy the ride.

Scott Higbee
HS Delegate



CATHOLIC TEACHERS UNION

Report of Schools continued

Camden Catholic High School

Congratulations to science teacher An Nguyen of Camden Catholic High School for being named one of Princeton University's Distinguished Secondary Teachers for 2025. An will be formally recognized for this honor at Princeton's upcoming commencement ceremony. This is a great testament to An's dedication to all of her students over the years.

We would like to thank Jeff Bruckner and Jared Clark for their years of service at CCHS. Jeff left Camden Catholic back in early February and Jarred will be leaving CCHS over the Easter Break. We wish both of these teachers the

very best as they move forward to the next chapters of their careers.

CCHS President Rory Sweeney resigned from his position in mid- February. The school's board of directors has informed the teachers and the CCHS community that a search committee is currently in the process of hiring a new president. We would like to thank Rory for his service to CCHS.

- Bob Cranston
- CTU President

Know Your Contract

Volunteer Forms:

As the end of the school year is quickly approaching, tentative schedules will be distributed. Along with the schedules, many teachers receive a volunteer form. Our contract outlines a few general conditions associated with these forms. The provisions of the contract are not intended to limit an employee's rights to accept any school activity voluntarily.

- These forms are completely voluntary, so no additional compensation is granted.
- If you are given a form, you do not need to sign and return it immediately.
- If you choose to volunteer or not volunteer, you are free to do so without bias from either the school or the union.

It is the union's position that volunteer forms should only be distributed to faculty and signed based on academic necessity. Please show any volunteer forms to your delegate prior to volunteering to ensure there is an academic need by the school. CTU is not advised as to who receives a form, and the executive board only becomes aware of the forms after they are signed, and member biography sheets (blue sheets) are returned to us in September. Please be aware that signing a volunteer

form without necessity can be the difference in determining full-time and part-time teaching positions needs, and may therefore affect a colleague's employment.

Stipends:

Stipend duties are beyond the scope of the CTU contract. The only thing listed in the contract is the salary for some stipends. Therefore, please consider the following before agreeing to any stipend position.

- Most clubs requiring beyond 30 hours of work are eligible for a stipend at the lowest listed moderator rate.
- If your stipend is not listed in the contract, be sure to have the agreed stipend amount from the principal in writing.
- The work for any stipend position could include working before or after school and on weekends.
- Ask for a job description prior to the start of the position. Have the school outline all requirements, including whether there are any specific dates for which you are required to be in attendance.

Contact Information

Medical Plan	<u>800-355-2583</u>	<u>www.HorizonBlue.com</u>
Prescription Plan	<u>800-451-6245</u>	<u>www.Express-scripts.com</u>
Dental Plan	<u>866-328-1319</u>	<u>www.Deltadentalnj.com</u>
Vision Plan	<u>866-939-3633</u>	<u>www.EyeMed.com</u>
Life/Long-Term Disability	<u>877-225-2712</u>	<u>www.Unum.com</u>
Issues: Contact Luis Maldonado	<u>856-583-2872</u>	<u>luis.maldonado@camdendiocese.org</u>