



Catholic Teachers Union

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Welcome to Our New Newsletter!

We hope this newsletter will provide helpful information, keep us better connected to one another, and (at times) provide a few laughs. That said, please let us know what your interests are. Do you have questions regarding pension and 403b's? Tuition reimbursement? Medical benefits? Let us know, and we'll find the answers. Email your questions to ctunj@ctunj.com Put "newsletter" in the subject please.

An Introduction—Mary Kay Rossi

Perhaps you already know me, or maybe you've recently met me on a visit to your school, but I'd like to take this opportunity to introduce myself. I have been a religion teacher at Paul VI since 1998. I am deeply committed to Catholic education both as an educator and a parent. All three of my adult children attended Catholic schools, first at Our Lady of Grace on the White Horse Pike in Somerdale and then Paul VI. I've never regretted the money I spent on their education and I'm proud to be a part of this wonderful school system. My children often speak of how their schools were like second homes to them and the relationship with their teachers was warm and caring. As parents, that's something we all want to provide for our kids. Parents all over South Jersey have that same opportunity because of the sacrifices, we as Catholic school teachers, are willing to make.

Teachers are the heart of a school. It is because of what we do that parents have the choice of a faith-based education for their children. You are the face of Catholic education. You are on the front lines and CTU is there to help you in every way we can. I'm proud to be a part of this wonderful organization. – Mary Kay Rossi, *CTU President*

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Useful Links

[Horizon](#) [Medical]

[Express Scripts](#) [Prescription]

[403\(b\)](#) Retirement Plan

[Vision](#) Benefits of America

[ABCO](#) Credit Union

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Issues

Expecting? Here's What to Expect for Maternity Leave.

It's important to note that NJ maternity leave benefits do not apply to the CTU bargaining unit. Because the Catholic Church does not pay NJ disability taxes, it is self-insured as far as disability insurance is concerned and follows a different benefit.

A member expecting to go out on disability for maternity can take up to four (4) weeks before the baby is due if advised by her doctor and six (6) weeks after the birth of a baby beginning on the day of birth.

If you do not have enough sick days to cover ten (10) weeks of leave, your options are as follows. Long-term disability does not start for thirty (30) calendar days after the start of disability. A teacher must use her sick time to make up the difference. If the teacher does not have the number of sick days necessary to reach thirty sick days, she can apply for the short-term disability provided by the diocese. Long term disability (LTD) is paid at 60% of income, as does temporary disability, so it pays to use up sick days since they are paid at full salary.

If you have forty-five (45) to fifty (50) sick days, you may take ten (10) weeks for a normal pregnancy, beginning up to 4 weeks before your due date and up to 10 weeks after. For example, if you begin your leave 2 weeks before your due date, you can take as many as 8 weeks after that date.

Please speak to your building delegate before making any decisions. Delegates are there to help!

Please remember to add your new baby to your insurance coverage right away! You only have thirty (30) days to do so to insure coverage for your baby. You can call Candy Newhouse directly (856-853-2872), or email her (Candy.Newhouse@camdendiocese.org) or go online and change your coverage yourself (<https://www.horizonblue.com/>)

New Dads – You may be able to take personal or sick days after the birth of a new baby. Check your contract or see your delegate for details.

Still need more time? You may apply through the Family Medical Leave Act (FMLA). You may take up to six (6) weeks without pay but with job protection and benefits intact. See additional information and download the form at www.state.nj.us/treasury/pensions/epgam/additional/fmla-qa.htm