

# EXECUTIVE COUNCIL Agenda


## December 13, 2023

### I. Minutes Approval

- A. November EC
  - 1. Approved

### II. Reports of Officers

#### A. President

- a. AFL-CIO 2024 Scholarship Essay Contest (Entries due by March 29, 2024)
  - i. For more information: <https://paaflcio.org/news/2024-scholarship-essay-contest>
  - ii. PDF of application:  2024 Scholarship Flyer.pdf
- b. All Officers will be up for nomination/election in April. If you are interested please let us know. We will work to get you as up to speed as possible with running the local.
- c. President's Coffees have been well attended this year and it is great to get out to see people again. IMS, HES, FES, and NASH have hosted me already. We can start scheduling the second round for schools after the winter break. I will continue to work based on rep requests for the visits. President's Coffees do get cards punched. Reps coordinate the coffee and donuts with Metz. If you want me to come and visit, just let me know via NA email.
- d. The Paraprofessional Organizer Award and Professional Organizer Awards are still in play. To receive a chance to win the \$100 prize all that you need to do is have a conversation with a non-member about the benefits of joining NAFT. Once you have that conversation, fill out the form. We need people to have critical pro-NAFT conversations with those among us who are not NAFT members. The strength of a bargaining unit is determined by the number of engaged members that it has.
  - i. To get a ticket for referring a new member: <https://forms.gle/ejm9QbVWc>
- e. NAFT Socials are being well attended this year. Our December gathering at Shooters was suggested and organized by a member. If you have ideas for ways for us to get together, please share them.
  - i. To suggest NAFT Social Activities: <https://forms.gle/UCTGbLDAEmSb7tsV7>
- f. Please be aware that "Formal Conference" season is around the corner. Please keep the NAFT Officers in the loop with any formal conferences of which you become aware.
- g. **Kids First: Now & Always**
- h. **Personal Days per building?**

#### B. Para Chapter President, Terry Spaley

- a. New member recruitment
- b. Paras applying for supplementals (eg, bus duty), yes you can, 1 exception is supplemental contracts that have unrestricted days.
- c. Please continue to hold para meetings ( more bldgs are submitting on google form- thank you)
- d. Meetings with admin- pro and para, please schedule
- e. Congratulations and Good Luck to our retirees- Sue Louis, Karen Schreibis, Kathi Herbert, Cheryl Liberati.
- f. Questions/ concerns

#### C. Upper Secondary VP

- a. Weingarten Rights
- b. Grades & Assessment PIC Subcommittee
- c. CBA Coverages and Consecutive Minutes

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- D. Special Education VP
  - a. SoE for January implementation
- E. Secretary, Allen
  - a. Please use [naft.pa.aft.org/](http://naft.pa.aft.org/)
  - b. Encourage members to visit <http://naft.pa.aft.org> communications and building meetings:
    - i. Please be mindful not to send materials to non members in your buildings
    - ii. Please be careful of any sensitive union materials and who they are shared with
- F. Treasurer
  - a. Financial report from November was shared. Non-typical monthly expenses from November include:
    - i. Members Service: president's coffee @ NASH and IMS

### NORTH ALLEGHENY FEDERATION OF TEACHERS

#### Statement of Activities

November 2023

	Nov 23	Sep - Nov 23
<b>Income</b>		
400 · Dues	50,622.70	151,515.40
<b>Total Income</b>	<b>50,622.70</b>	<b>151,515.40</b>
<b>Expense</b>		
500 · Per Cap - AFT	14,509.44	43,454.46
505 · Per Cap - PAFT	8,412.32	25,098.12
510 · Per Cap - AFL-CIO	438.35	1,324.40
515 · Per Cap - Labor Council	318.80	963.20
520 · Insurance	310.83	936.41
525 · Rent	1,650.00	4,950.00
530 · Officers Salaries	4,418.81	13,256.43
535 · Telephone	43.25	129.75
540 · Postage	0.00	39.60
545 · Office Expense	223.19	665.26
550 · Equipment	264.00	1,143.08
560 · Members Service	192.25	645.01
570 · Gifts/Donations	0.00	244.63
585 · General Meetings	50.75	61.00
610 · President's Remuneration	3,244.53	9,483.81
<b>Total Expense</b>	<b>34,076.52</b>	<b>102,395.16</b>
<b>Net Income</b>	<b>16,546.18</b>	<b>49,120.24</b>

### III. Committee and Board Reports

- A. Retirees (John Schwoebel)
  - a. <https://naretired.org/>
  - b. NAR Christmas luncheon Shannopin Country Club - about 1/3 membership attended
  - c. Retirement zoom Jan 10 6:30 - check each school mail room for registration details
  - d. Dave still willing to do in person Medicare and/or Retirement workshops for NA staff
  - e. Kerr Museum Oakmont Victorian Christmas tour

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- f. COLA - no positive or encouraging news out of Harrisburg
- g. North Hills Comm Outreach food bank drive in Feb - NA staff welcome to contribute
- B. Foundation (Bill Mascari)
  - a. The Distinguished Alumni Gala is Thursday, January 25, 2024 at the Chadwick.
    - i. Reserved table for 8 is \$600
    - ii. Evening will include a special dedication to Dede Rittman, former NA teacher, author, and Foundation trustee, who died recently.
- C. Membership (Allen & Herbert)
  - a. Professionals:
    - i. Please continue to reach out to new members, and remind current members of <https://www.aft.org/member-benefits>
  - b. Paraprofessionals:
    - i. 211 Paras-144 members- 67 non members- 68%
    - ii. 2 new hires
    - iii. Retirements - 1 Dec./ 6 Jan
    - iv. Thank you for getting new hires to join

### Sick Leave Bank

- c. Paraprofessional Chapter (Cheryl Liberati-IES)
  - i. 153 Members - 226 Days
  - ii. No applications
- d. Professional Chapter(Ray Conway)
  - i. The SLB Review Board granted an additional 10 days to one individual.who had requested sick day relief. There are not any pending applications at this time.
- D. Grievance Committee (Jenn Allen)
  - a. It is important to adhere to the “**Obey now, grieve later**” mantra to be certain that the safety of students and staff are maintained and that an “insubordination” charge is not issued to a member who believes that the CBA is being violated.
  - b. Currently, we have no pending grievances.

## IV. General Business

- A. Terminal Leave and Retirement for Professionals
  - a. The Professional CBA details Retirement Benefits in Article XXI beginning on page 36.
    - i. Key points:
      1. Only applies to Professionals with 10 years of NASD service at Step 16 of the Salary Schedule.
      2. Must retire at the end of a semester.
      3. Active employee healthcare benefits will cease at the end of the month in which they retire.
      4. An employee must notify the District of the intention to retire on or before the first day of said employee’s final semester of employment. (**January 12, 2024**)
      5. Current healthcare election at time of retirement may be continued with NASD paying 65% of the premium and retiree paying 35% for a period of

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up to 10 years or until medicare eligibility age is reached, whichever comes first.

6. Insurance Plan Opt-out: If at the point of retirement the employee opts out of the District sponsored insurance plans, the retiree may elect to receive a payment at one-half of the District's 2020 premium assistance contribution for single coverage for each year from retirement up to the year the employee would become Medicare eligible up to a maximum of ten (10) years. (\$25,604 max)

- b. Current CBA details Terminal Leave in Article XX beginning on page 35.
  - i. The North Allegheny School District will pay to those qualifying for retirement under the conditions of the Pennsylvania Public School Employees' Retirement System the sum of and based on the following guidelines: One-half per diem times the number of days of accrued (unused) sick leave.
  - ii. Professionals have 192 contracted days in 2023-2024.
- c. It is understood that the last few years have been very difficult and leaving public education may be very appealing, but retirement requires a good bit of preparation and should not be entered hastily. Please give much consideration to all of your options before deciding to leave the profession. Our students (and profession) will need your expertise well beyond June 2024.

### B. Class Coverage

- a. Please be sure that you coordinate any class coverages with the Building Administration using the sub triage process. Please do not leave school grounds without notifying an administrator in your building.
- b. Be aware that arranging personal coverages among colleagues is not sanctioned within our CBA. There is monetary compensation involved for a lot of "coverages" at this point. You may be impacting the income of others as well as exposing yourself to some degree of liability if you are arranging "off the book" class coverages with your colleagues.

### C. NAFT Building Meetings Dates (Para & Pro)

- |                                  |                                  |
|----------------------------------|----------------------------------|
| a. BWE (10/31/23 & 11/28/2023)   | h. CMS (11/29/2023 & 11/28/2023) |
| b. FES (--- & 10/2/23)           | i. IMS (9/19/2023 & 11/20/2023)  |
| c. HES (11/29/2023 & 12/8/2023)  | j. MMS (--- & 9/8/2023)          |
| d. IES (11/27/2023 & 11/28/2023) | k. NAI (12/1/23 & 10/5/23)       |
| e. MCK (12/7/2023 & 12/7/2023)   | l. NASH (--- & 11/20/2023)       |
| f. MES (10/26/23 & 11/30/2023)   | m. CAO (--- & ---)               |
| g. PES (--- & 11/1/23)           |                                  |

### D. Social Butterfly Award Eligible Events with NAFT

- a. AFT is sponsoring a Monthly Book Club in 2024 for educators
  - i. January's featured author is Amanda Gorman. To enter a contest to win a copy of "The Hill We Climb"  
<https://app.viralsweep.com/sweeps/full/0861ef-149246>
  - ii. For more details about the AFT Book Club: <https://www.aft.org/bookclub>.
- b. Ideas
  - i. Please encourage members to submit ideas for NAFT Socials

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### ii. [NAFT Social Event Proposals](#)

#### E.

##### General Reminders

- a. Obey now, grieve later
- b. Be careful with social media (avoid it if possible)
- c. Arrive on time, Leave on time
- d. We are always being watched and most likely being recorded
- e. Vote whenever you get the opportunity (elections have consequences)
- f. KFNA

#### V. Unfinished Business

##### A. New Member Recruitment Drive

- a. We need people to join and participate in NAFT. (Union Pride = Union Strength)
- b. To incentivise current members to recruit new members we have created drawings for the Paraprofessional Organizer Award (\$100) and the Professional Organizer Award (\$100) that have a ticketing system based on the number of new members you refer to NAFT.
- c. Each new member you refer (whether they join or not) gets 1 ticket in the raffle. If you refer 5 new members by the April General Membership meeting, you will get 5 bonus tickets for the raffle. We will track the referrals using the below linked Google Form.
- d. The links:
  - i. To join: <http://naft.pa.aft.org/join-union>
  - ii. To get a ticket for referring a new member: <https://forms.gle/ejm9QbVWc>

#### VI. New Business

##### A. None.

#### VII. Dates To Remember ([NAFT calendar link](#))

### 2023-2024 Important Dates (Tentative)

##### Executive Council Meetings (4:15 NAFT)

January 24  
February 21  
March 13  
April 10  
May 8

##### General Membership (4:20 NAI)

April 10, 2024

##### DAT (12:15 CAO)

March 6, 2024

##### PIC (3:00 CAO)

##### NAFT Socials

Shooters, Dec 5, 2023

##### School Board Meetings

December – FES

February – MCK

April – IES

January – MMS

March – PES

May – HES

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June – BWE

July – NASH

August – NAI

**VIII. Adjournment (5:00 p.m.)**