


EXECUTIVE COUNCIL Agenda

January 24, 2024

I. Minutes Approval

- A. December EC
 - 1. MSVA

II. Reports of Officers

- A. President
 - a. AFL-CIO 2024 Scholarship Essay Contest (Entries due by March 29, 2024)
 - i. For more information: <https://paaafcio.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, NASH, and MES 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. Contact Jill O'Hanlon
 - d. 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.
 - e. **Kids First: Now & Always**
- B. Para Chapter President, Terry Spaley
 - a. 1/12 in-service
 - i. Transcript was shared with EC
 - b. Please continue to hold para meetings - submit meetings on google form
 - c. Meetings with admin- pro and para, please schedule
 - d. Nominations and voting officers
 - e. Questions/ concerns
- C. Upper Secondary VP
 - a. Weingarten Rights
 - b. Continue monthly PAC meetings (hopefully Buchak an upgrade!)
 - c. Remind members of important CBA highlights & results of PAC meetings
 - i. Coverages - (not to exceed 150 consecutive minutes, more than 1 in 10 day pd)
 - ii. 155+ Caseload - (notify admin and submit extra payment forms when required to attend meetings/trainings during Guided Plan)
- D. Middle VP
 - a. GOLD Chaperone
 - i. There will be compensation per the CBA. Professionals will be compensated at the rate in the contract. \$348
- E. Elementary VP
 - a. PSSA Online Committee Meets on Monday 1/29
- F. Special Education VP
 - a. PIC Subcommittee met on 1/10/24
 - i. Guided Plan (Every single teacher's schedule needs verified that they have guided plan)
 - ii. Guided Plan topics - what can the special education teachers be exempt from to have time to the SOE? Amy D. will work with the principals.
 - iii. Blackboard page for information Guided Plan aligned with SOE.
 - iv. PLD days for SPED teachers - Work towards more department specific topics

EXECUTIVE COUNCIL Agenda

January 24, 2024

- v. File review to begin in March
- G. Secretary, Allen
 - a. Please use 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
- H. Treasurer
 - a. Financial report from December was shared. Non-typical monthly expenses from December include:
 - i. Exec Council Meetings: holiday meeting
 - ii. Gifts & Dues Rebates: para retiree

NORTH ALLEGHENY FEDERATION OF TEACHERS

Statement of Activities

December 2023

	Dec 23	Sep - Dec 23
Income		
400 · Dues	50,571.15	202,086.55
Total Income	50,571.15	202,086.55
Expense		
500 · Per Cap - AFT	14,509.44	57,963.90
505 · Per Cap - PAFT	8,412.32	33,510.44
510 · Per Cap - AFL-CIO	438.35	1,762.75
515 · Per Cap - Labor Council	318.80	1,282.00
520 · Insurance	310.83	1,247.24
525 · Rent	1,650.00	6,600.00
530 · Officers Salaries	4,247.07	17,503.50
535 · Telephone	43.25	173.00
540 · Postage	0.00	39.60
545 · Office Expense	0.00	665.26
550 · Equipment	0.00	1,143.08
560 · Members Service	149.45	794.46
570 · Gifts/Donations	50.00	294.63
585 · General Meetings	0.00	61.00
588 · Exec Council Meetings	315.00	315.00
590 · Dues Rebates	123.25	123.25
610 · President's Remuneration	3,244.53	12,728.34
Total Expense	33,812.29	136,207.45
Net Income	16,758.86	65,879.10

III. Committee and Board Reports

- A. Retirees (Nancy McKnight)
 - a. <https://naretired.org/>
 - b. NAR Retirement workshop Jan 10
 - c. Dave still willing to conduct in person retirement workshop held at NAFT office
 - d. NHCO food bank - NA staff may contribute - check to NHCO to Nancy McKnight 104 West Sutter Rd Glenshaw 15116
 - e. Medicare Basics zoom Mar 13 6:30 - register at mclinner@mclinner.com
 - f. COLA - Dave on PAFT committee, spring meeting to map further strategies

EXECUTIVE COUNCIL Agenda

January 24, 2024

- B. Foundation (Bill Mascari)
 - a. NA Distinguished Alumni Gala will honor 9 awardees on Thursday evening at the Chadwick.
 - i. NAFT purchased a table for 8 and will have NAFT Officers joined by representatives of the Retiree Chapter as well as Chris Jackson (PES), who won the ticket raffle to represent NAFT at the event.
 - ii. The evening will include a special dedication to Dede Rittman, former NA teacher, author, and Foundation trustee, who died recently.
 - b. Trick or Trot grant money as well as Fall grants have been delivered to buildings.
 - c. Spring grant application period will open in late February. Stay tuned for more information.
- C. Membership
 - a. Professionals: (Allen)
 - i. Please continue to reach out to new members, and remind current members of <https://www.aft.org/member-benefits>
 - b. Paraprofessionals:
 - i. 204 Paras-132 members- 72 non members- 65%
 - ii. 2 new hires
 - iii. Please continue to contact new hires
- D. Sick Leave Bank
 - a. Paraprofessional Chapter (Brittany Glass-NASH)
 - i. 153 Members - 226 Days
 - ii. No applications
 - b. Professional Chapter(Ray Conway)
 - i. The NAFT SLB is currently assisting one individual with sick days.
 - ii. We are currently over 1,000 days in the bank and do not have plans to take a day from members this year.
- E. NAFT Scholarship Committee
 - a. The committee created this year's scholarship timeline, and applications will be available Monday, February 12.
- F. 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. 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.

EXECUTIVE COUNCIL Agenda

January 24, 2024

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

C. NAFT Building Meetings Dates (Para & Pro)

- | | |
|------------------------------|------------------------------|
| a. BWE (10/31/23 & 11/28/23) | h. CMS (11/29/23 & 11/28/23) |
| b. FES (--- & 10/2/23) | i. IMS (9/19/23 & 12/19/23) |
| c. HES (12/21/23 & 12/8/23) | j. MMS (--- & 9/8/23) |
| d. IES (1/11/24 & 1/11/24) | k. NAI (12/14/23 & 10/5/23) |
| e. MCK (12/7/23 & 12/7/23) | l. NASH (--- & 12/20/23) |
| f. MES (10/26/23 & 12/21/23) | m. CAO (--- & ---) |
| g. PES (--- & 11/1/23) | |

D. 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. Paraprofessional Chapter Officer Appointments

- a. Currently the Treasurer and Secretary Officer positions in the paraprofessional chapter are vacant.
 - i. Motion: Nominate Kristin Petronsky (IES) to the position of Treasurer in the Paraprofessional Chapter for the remainder of the current term.
 - 1. Seconded
 - ii. Motion: Nominate Jan Kuntz to the position of Treasurer in Paraprofessional Chapter for the remainder of the current term.

EXECUTIVE COUNCIL Agenda

January 24, 2024

1. Seconded
- iii. Discussion of the Nominees for Treasurer.
 1. Opportunity for Nominees to speak.
 - a. Jan introduced herself.
 - b. Kristin introduced herself.
 2. Discussion of candidates
 3. Call the question
 - a. In favor of the appointment of Jan for the position of Treasurer for the remainder of the term
 - b. In favor of the appointment of Kristin for the position of Treasurer for the remainder of the term
 - c. The vote was to appoint Kristin Petronsky as Treasurer for the remainder of the term ending July 1, 2024
- iv. Motion: Appoint Kathryn Karl (NAI) to the position of Secretary in the Paraprofessional Chapter for the remainder of the current term.
 1. Seconded
 2. Called, Voted, approved
 3. Appoint Kathryn Karl (NAI) to the position of Secretary in the Paraprofessional Chapter for the remainder of the current term.

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

2023-2024 Important Dates (Tentative)

Executive Council Meetings (4:15 NAFT)

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)

March 13, 2024

May 15, 2024

NAFT Socials

S

School Board Meetings

January – MMS

April – IES

July – NASH

February – MCK

May – HES

August – NAI

March – PES

June – BWE

VIII. Adjournment (5:19 p.m.)