


# EXECUTIVE COUNCIL Agenda

## February 21, 2024

### I. Minutes Approval

- A. January 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://paafcio.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, MES, BWE, IES, and CMS have hosted me already. 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. Please be aware that "Formal Conference" season is around the corner. Please keep the NAFTA 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. Negotiations survey, will be coming out soon
    - i. Contract is up June 2025
    - ii. Survey is ONLY for members
    - iii. ONLY members can vote on the CBA
  - b. Para rep elections, ALL Buildings
  - c. Please continue to hold para meetings - submit meetings on google form
  - d. Meetings with admin- pro and para, please schedule
  - e. Questions/ concerns
  - f. Formal Conferences, please be sure to let Terry know beforehand and forward the letter
- C. Executive VP
  - a. Grading and Assessment PIC
  - b. Copy Center
    - i. Have received 5 examples of poor jobs, these have been shared
  - c. Jim Cox is the interim Copy Center contact
  - d. First, Email the Copy Center for any issues first.
- D. Upper Secondary VP
  - a. Weingarten Rights, please tell members
  - b. Coverages: 150 consecutive minutes max
  - c. Election in April
  - d. Not running again
- E. Middle VP
  - a. Not planning to run again
- F. Elementary VP
  - a. Questions/concerns
- G. 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)

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- ii. File review to begin in March
- H. 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
  - c. REP Elections EVEN YEARS Coming up (APRIL)
    - i. Franklin
    - ii. Peebles
    - iii. McKnight
    - iv. IMS
    - v. MMS
    - vi. NAI
- I. Treasurer
  - a. Financial report from January is below. Non-typical monthly expenses from January include:
    - i. Social Functions: Shooters social
    - ii. Gifts & Dues Rebates: para retirees & Alumni gala table
    - iii. Dues Rebates: para building reps that retired
    - iv. Small legal fee

## NORTH ALLEGHENY FEDERATION OF TEACHERS

### Statement of Activities

January 2024

	Jan 24	Sep '23 - Jan 24
Income		
400 · Dues	50,598.65	252,685.20
Total Income	50,598.65	252,685.20
Expense		
500 · Per Cap - AFT	14,509.44	72,473.34
505 · Per Cap - PAFT	8,412.32	41,922.76
510 · Per Cap - AFL-CIO	438.35	2,201.10
515 · Per Cap - Labor Council	318.80	1,600.80
520 · Insurance	310.83	1,558.07
525 · Rent	1,650.00	8,250.00
530 · Officers Salaries	4,247.07	21,750.57
535 · Telephone	43.25	216.25
540 · Postage	0.00	39.60
545 · Office Expense	153.65	818.91
550 · Equipment	248.40	1,391.48
560 · Members Service	0.00	794.46
570 · Gifts/Donations	900.00	1,194.63
575 · Social Functions	283.22	283.22
585 · General Meetings	29.59	90.59
588 · Exec Council Meetings	0.00	315.00
590 · Dues Rebates	399.75	523.00
605 · Legal Defense	208.32	208.32
610 · President's Remuneration	3,244.53	15,972.87
Total Expense	35,397.52	171,604.97
Net Income	15,201.13	81,080.23

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### III. Committee and Board Reports

- A. Retirees (Nancy Creasy)
  - a. <https://naretired.org/>
  - b. NHCO Food Bank Collections wrapping up
  - c. NAR speakers at District PSERS exit mtg
  - d. COLA seminar March 5, 6 PFT office
  - e. Medicare Intro seminar register [mclinner@mclinner.com](mailto:mclinner@mclinner.com)
  - f. Crisis Planning workshop
  - g. Last call for NAR Retirement workshop in person if staff plans
- B. Foundation (Bill Mascari)
  - a. Grant application window for staff opens this week and closes March 22nd. Visit [northallegheeny.org/grants](http://northallegheeny.org/grants) for the application. Encourage staff to email Bill Mascari with any questions related to grants.
  - b. Scholarship application window for graduating seniors opens soon. Visit [northallegheeny.org/scholarships](http://northallegheeny.org/scholarships) for details.
  - c. Taste of NA will have an updated format with a dinner at Soergel's in May. Farm to Table experience.
  - d. See the email from Dr. Hyland
- 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: (Kristin Petronsky-( IES/IMS))
    - i. 202 Paras-130 members- 72 non members- 64%
    - ii. 1 new hire
    - 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 currently has one individual who is using sick days and has one application pending.
    - ii. At this time the reserve in our Bank surpasses the 1,000 day threshold.
- E. NAFT Scholarship Committee
  - a. The NAFT Scholarship application is now open.
- 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. District Advisory Team
  - a. 12:15 on March 6, 2024 at CAO
  - b. Topics?
    - i. Students on extended leaves
- B. Professional Issues Committee
  - a. 3:00 on March 13, 2024 at CAO

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- b. Review the work of the various subcommittees
- C. Professional Learning and Development Committee (PLDC)
  - a. The PLDC is still evolving with the District. There has been a lot of administrative change and unusual circumstances that have impacted the development of this committee.
  - b. 12:45 to 2:45 on March 12, 2024 at CAO
  - c. The NAFT Reps have already received an invite from the admin in charge.
- D. Sabbatical Leaves
  - a. Anyone who intends to take a sabbatical in 2024-2025 must apply prior to **March 1, 2024**.
  - b. For reasons of health restoration or professional development, a professional employee who has completed ten (10) years of satisfactory teaching service in the State of Pennsylvania may apply to the School Board for a sabbatical leave. Five (5) of the ten (10) years must have been as a professional employee of the North Allegheny School District. A sabbatical leave may be for half or a full school year or for two (2) half-years over a period of two (2) years.
  - c. Educational Travel Leave. Special leaves for educational travel are available to employees who qualify under the following conditions:
    - i. Applicants must be on the top step of the professional salary scale.
    - ii. Leaves must be for one full school year.
    - iii. All requirements to qualify for a sabbatical leave must be met.
  - d. More details are contained in the current CBA beginning on page 11.
- E. 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. NAFT Social in February
    - i. Dave and Buster's- Wednesday, February, 28 from 4:30-6:30
    - ii. Reserved a table. Happy hour starts at 5, and games are half price.
  - c. Ideas
    - i. Please encourage members to submit ideas for NAFT Socials
    - ii. [NAFT Social Event Proposals](#)
- F. NAFT Building Meetings Dates (Para & Pro)

a. BWE (1/26/24 & 2/6/24)	h. CMS (1/31/24 & 2/1/24)
b. FES (1/31/24 & 1/29/24)	i. IMS (9/19/23 & 2/7/24)
c. HES (2/1/24 & 12/8/23)	j. MMS (--- & 9/8/23)
d. IES (2/9/24 & 2/9/24)	k. NAI (1/26/24 & 1/25/24)
e. MCK (12/7/23 & 12/7/23)	l. NASH (--- & 1/29/24)
f. MES (10/26/23 & 1/31/24)	m. CAO (--- & ---)
g. PES (--- & 1/30/24)	
- G. 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**

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## February 21, 2024

### 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/ejm9QbVWc14yibfE6>

### VI. New Business

- A. NAFT Generosity
  - a. An Evening for Autism
    - i. NAFT has historically been able to provide a level of monetary support to “An Evening for Autism” and would like to continue supporting this event by providing a gift basket for their raffle.
    - ii. Motion: NAFT should allocate up to \$300 for the creation of a gift basket to donate to the raffle at “An Evening for Autism”.
      - 1. Seconded, Discussion
      - 2. Voted, Approved
  - b. Support for the Buches Family
    - i. One of our members lost their child recently. There is a gofundme. The building (IMS) has been collecting for the family. Kristin Andreas will be emailing details.
    - ii. Motion to donate from NAFT \$500 to the Buches family in their time of need.
      - 1. Seconded. Discussed. Approved.
- B. Student Teachers being paid to work and sub while student teaching?
  - a. Send information to Jenn Allen

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

#### 2023-2024 Important Dates (Tentative)

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

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

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# **EXECUTIVE COUNCIL Agenda**

## **February 21, 2024**

### **School Board Meetings**

January – MMS

April – IES

July – NASH

February – MCK

May – HES

August – NAI

March – PES

June – BWE

**VIII. Adjournment (5:06 p.m.)**