

EXECUTIVE COUNCIL Agenda

May 8, 2024

I. Minutes Approval

- A. March EC MSVA
- B. April General Membership MSVA

II. Reports of Officers

A. President

- a. It is Teacher Appreciation Week this week. I hope that all of you are feeling appreciated for what you do day in and day out. NAFT could not function without your hard work and dedication to both your students and your chosen profession.
- b. Change in NAFT Officers for the upcoming year:
 - i. As you know, Jon Lamm and Dan Pomposelli have decided to step back from NAFT leadership for a time. They served through some very challenging times for NAFT and we benefited greatly from their perspective, work ethic, and tenacity. We will miss them.
 - ii. In a related note, we welcome new voices to our leadership team. Joe Truesdell will serve as the Upper Secondary VP and Bill Mascari will serve as the Middle Level VP. We look forward to working with them.
- c. It has been quite a different year this year than the prior three. We are once again able to work collaboratively with NASD...which is great news heading into two consecutive years of negotiations for our members. The paraprofessional bargaining unit will begin negotiations with the District in 2024-2025 and the professionals will follow in 2025-2026. Please do everything that you can to encourage both paraprofessionals and professionals to join NAFT as we embark on these critical negotiations. We have strength to bargain when we have numbers.
- d. **Kids First: Now & Always**

B. Para Chapter President, Terry Spaley

- a. Meet and greet held on Apr.24
- b. Building rep elections- open till May 15
- c. Special Ed staffing
- d. Negotiation survey
- e. April FID
- f. Para lunch sponsored by NAFT - Aug.20 (District opening) at NASH

C. Executive Vice President, Allen, J

- a. Grading and Assessment Committee
 - i. Formative and Summative going away for 24/25
- b. Elementary PIC
 - i. Conferences and open house were discussed no immediate changes
 - ii. Looking for ideas for scheduling and arranging meetings
 - iii. As schedules come out, let us know if there are violations/changes that may be done after EC review
- c. No Student Teachers as Subs.

D. Secretary, Allen, B

- a. Please use naft.pa.aft.org/
- b. Encourage members to visit <http://naft.pa.aft.org> communications and building meetings:
- c. Please hand off materials to the new Reps in your buildings. NAFT Officers will be reviewing the Digital Rep Binder over the summer

E. Upper Secondary Vice President, Lamm

- a. As schedules come out from NAI/NASH, we'll review them & I typically ask people to help by confirming a) prep, b) Guided Plan (or lunch duty), c) lunch pd, d) 30 mins of travel if

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applicable. Please reinforce to members to help us (Joe after 6/30) as schedule changes are always easier in June/July than late August.

b. Thanks to our NAI/NASH Building reps

F. Treasurer

a. Financial report from April is below. Non-typical monthly expenses from include:

- i. Members service: president's coffee-BWE, Organizer awards (2), Social Butterfly award
- ii. Conventions: attendance at NE Leadership Conference
- iii. Social Functions: Dave & Busters social

NORTH ALLEGHENY FEDERATION OF TEACHERS

Statement of Activities

April 2024

	Apr 24	Sep '23 - Apr 24
Income		
400 · Dues	50,429.35	428,960.35
Total Income	50,429.35	428,960.35
Expense		
500 · Per Cap - AFT	14,620.44	116,334.66
505 · Per Cap - PAFT	8,476.68	67,352.80
510 · Per Cap - AFL-CIO	444.40	3,534.30
515 · Per Cap - Labor Council	323.20	2,570.40
520 · Insurance	315.12	2,503.43
525 · Rent	1,650.00	13,210.00
530 · Officers Salaries	4,371.96	34,866.45
535 · Telephone	43.25	346.00
540 · Postage	0.00	39.60
545 · Office Expense	502.00	2,833.56
550 · Equipment	166.25	2,230.57
560 · Members Service	474.70	1,722.75
565 · Conventions	924.47	924.47
570 · Gifts/Donations	0.00	1,995.45
575 · Social Functions	112.80	396.02
585 · General Meetings	0.00	249.25
588 · Exec Council Meetings	0.00	315.00
590 · Dues Rebates	0.00	523.00
605 · Legal Defense	0.00	208.32
606 · Accounting	0.00	4,500.00
610 · President's Remuneration	3,244.53	25,706.46
Total Expense	35,669.80	282,362.49
Net Income	14,759.55	146,597.86

III. Committee and Board Reports

A. Elections Committee

- a. The NAFT Officer elections went smoothly.
- b. The Winners are:
 - i. NAFT
 1. President: John Harrell
 2. Secretary: Bruce Allen
 - ii. Paraprofessional
 1. President: Terry Spaley
 2. VP: Brittany Glass

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3. Secretary: Kathryn Karl

4. Treasurer: Kristin Petronsky

iii. Professional

1. Executive VP: Jenn Luce

2. Special Education VP: Matt Hreha

3. Elementary VP: Stephanie Conrad

4. Middle Level VP: Bill Mascari

5. Upper Secondary VP: Joe Truesdell

6. Treasurer: Jen Smoller

B. Retirees

a. Cost of Living Allowance bills stalled in PA Senate

b. Retirement zoom Workshops Oct 16 and Jan 16 2025; Dave will conduct in-person if NAFT wants

c. NAR 357 members, some of whom are 2024 "staff

d. Not Back to School Breakfast honoring 2024 retirees Aug 19 10:00 am

C. Foundation (Bill Mascari)

a. Taste of NA event will be at Soergel's on Thursday, May 23rd starting at 6:30 p.m. Only 100 tickets are available and the event will include food and drink stations, performances by district music students, showcase of work from clubs, and a special performance by NA alum, Melina Bowser. For more information or to purchase tickets, visit northallegheny.org/tasteofna

b. The NA Foundation is celebrating Teacher Appreciation Week by gathering notes of appreciation. Staff members will receive the note(s) the week of May 20th. More information can be found at northallegheny.org/honorsomeonespecial

D. 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. 206 Paras- 134 members- 71 non members- 65%

ii. 2 new hires

iii. Please continue to contact new hires

E. Sick Leave Bank

a. Paraprofessional Chapter (Brittany Glass-NASH)

i. 153 Members - 226 Days

ii. 1 application- 25 days awarded

b. Professional Chapter(Ray Conway)

i. The SLB is not assisting any member with days at this time and we do not plan on asking members to contribute a day to the bank next year as we have more than our 1,000 day reserve in the SLB.

F. NAFT Scholarship Committee

a. We had such good candidates for this year's scholarship, that we have two recipients.

b. Michael Gauntner- Slippery Rock University for secondary social studies

c. Hannah Kyriazis- Geneva College for secondary math

G. Adopt-A-Highway

a. Four bags of trash were collected along Wexford Run road.

H. Grievance Committee (Jenn Allen)

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- 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. 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. The second PLDC Meeting was from 12:45 to 2:45 on April, 10, 2024 at CAO
- c. We reviewed and approved the proposals for each of the PLD days.

B. NAFT Building Meetings Dates (Para & Pro)

- | | |
|----------------------------|----------------------------|
| a. BWE (2/28/24 & 2/6/24) | h. CMS (3/5/24 & 2/1/24) |
| b. FES (1/31/24 & 1/29/24) | i. IMS (4/9/24 & 4/19/24) |
| c. HES (3/26/24 & 4/16/24) | j. MMS (--- & 2/22/24) |
| d. IES (4/3/24 & 4/3/24) | k. NAI (2/23/24 & 1/25/24) |
| e. MCK (12/7/23 & 2/27/24) | l. NASH (--- & 2/29/24) |
| f. MES (10/26/23 & 3/7/24) | m. CAO (--- & ---) |
| g. PES (--- & 1/30/24) | |

C. 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. none

VI. New Business

- A. In recognition of the service that these people have provided for our members throughout the year, the Officer would like you to consider the following motions.
 - a. Dave McDonald should receive a stipend in the same amount as a Committee Chair for NAFT for the work he has done counseling small groups and individual members regarding medicare and PSERS retirement.
 - i. Seconded
 - ii. Discussion
 - iii. Motion is made: Passes
 - b. Ray Conway should receive the typical dues reimbursement that a Committee Chair receives in recognition of all of his work with our SLB applicants throughout the year.
 - i. Seconded
 - ii. Discussion
 - iii. Motion is made: Passes
- B. The Post Prom event organizers have asked NAFT for a donation.

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- a. Motion: NAFT should donate \$300 to sponsor the NA Post Prom.
 - i. Seconded
 - ii. Discussion
 - iii. Motion carries
- C. NAFT will be hosting a Labor Day Picnic on Saturday, August 31, 2024 at the Ranch House in North Park. We will need your assistance with this event.
- D. NAFT Socials for 2024-2025: We will run raffles for small door prizes at each event. We will also conduct the Social Butterfly Award in 2024-2025. Please feel free to make suggestions for social events that our members might enjoy.
 - a. Saturday, August 31, 2024: Labor Day Picnic
 - b. Friday, September 20, 2024: Billy's Roadhouse
 - c. Thursday, October 17, 2024: Thorn Hill Tap House
 - d. Friday, November 22, 2024: Cenci's Pizzeria
 - e. Thursday, December 12, 2024: Pomodoro
 - f. Thursday, January 16, 2025: TBD
 - g. Thursday, February 20, 2025: TBD
 - h. Thursday, March 20, 2025: TBD
 - i. Thursday, April 10, 2025: TBD
 - j. **Thursday, May 15, 2025: NAFT Retiree Celebration**
- E. The Paraprofessional and Professional Organizer Awards will be back in 2024-2025. Anyone who has a conversation with a nonmember encouraging them to join can submit an entry on the below linked form to earn a chance to win \$100.
 - a. To get a ticket for referring a new member: <https://forms.gle/ejm9QbVWc>

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

2024-2025 Important Dates (Tentative)

Executive Council Meetings (4:15 NAFT)

September 4
October 2
November 13
December 11
January 8
February 5
March 5
April 9 (GM)
May 7
June 3

General Membership (4:20 NAI)

April 9, 2025

DAT (12:15 CAO)

TBD

NAFT Socials

August 31 (Labor Day)
September 20
October 17
November 22
December 12
January 16
February 20
March 20
April 10
May 15 (Retiree Celebration)

PIC (3:00 CAO)

TBD

VIII. Adjournment (p.m.)