

EXECUTIVE COUNCIL Agenda

October 2, 2024

I. Minutes Approval

A. September EC

II. Reports of Officers

A. President

- a. Thank you to everyone who did a little bit more for NAFT so far this year. Please keep up the effort of engaging with our members and working to show non-members why it is important to join with us.
- b. We are doing the "President's Coffee" meetings again this year. I would like to get out to each of our buildings to meet with our members in an informal setting again this year.
- c. Please pay attention to and participate in any/all elections this year and every year. Please think about the impact that elected officials have on your personal and professional lives. When given opportunities to learn about political candidates, please take them.

d. **Kids First: Now & Always**

B. Para Chapter President, Terry Spaley

- a. Continue to hold monthly meetings , submit report <https://goo.gl/OnfoW>
- b. TOGETHER wristbands - distribute to all paras- members only
- c. Seniority lists- post on bulletin board- any errors report to Shannon Fenton
- d. Special ed assistants/ parent contact - reminder
- e. Library secretary MOU - approved by the Board
- f. Question/Concerns

C. Executive VP

- a. Copy Center Update: Communication was sent on 9/20 to anyone who has outstanding copy center jobs (in the Google form and the new entry system) to let them know of the status and ask what still needs to be completed or canceled.
 - i. If there is a copy machine that is not working in your building, please contact your building secretary first.
 - ii. Please continue to send data to me regarding Copy Center issues, but reach out directly to the Copy Center regarding current jobs that have not been fulfilled.

D. Special Education VP, Hreha

- a. Connect with your coordinator for support with paperwork and programming questions and collaboration
- b. Upper Secondary VP
 - i. Remind members of their Weingarten Right. Every member in a discussion with administration should ask themselves the following question:
"Could this result in discipline or a change in my placement or responsibilities?" If the answer is anything but a definitive "no", they have the right to Federation representation; we strongly recommend exercising that right. However, the member must ask for the NAFT Representative; the administration doesn't have to offer.
 - ii. Remind members of professional responsibilities and contractual obligations regarding Guided Plan
 - iii. Remind members of the importance of building positive, professional relationships with administration.
- c. Middle VP
 - i. Please make sure there is a NAFT bulletin board in your building to promote NAFT/AFT and communicate weekly office hours.

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- d. Elementary VP
 - i. Feedback regarding Open House- send me any comments or concerns from your building
 - ii. Conference "Booking" goes live October 11. Make sure you have checked your email from Yuko Wong and have installed the programs for in-person and virtual.
 - iii. Continue to reach out with any concerns and submit your meeting notes.
- e. Secretary, Allen
 - i. Please <http://naft.pa.aft.org>
 - ii. Please make sure members are aware of the Seniority List.
 - iii. Member list. I can provide a list of all members, but payroll has not provided one broken out by building. I can check the status of any potential new hires. -or- I can provide last year's and we can go case by case
 - iv. Encourage members to visit <http://naft.pa.aft.org> communications and building meetings:
 - 1. Please be mindful not to send materials to non members in your buildings
 - 2. Please be careful of any sensitive union materials and who they are shared with
- f. Treasurer
 - i. Financial statement from September is below. Non-typical monthly expenses include Members Service: new hire orientation lunch and para lunch on opening day in service

NORTH ALLEGHENY FEDERATION OF TEACHERS

Statement of Activities

September 2024

	Sep 24	Sep 24
Income		
400 · Dues	52,012.12	52,012.12
Total Income	52,012.12	52,012.12
Expense		
500 · Per Cap - AFT	14,620.44	14,620.44
505 · Per Cap - PAFT	8,476.68	8,476.68
510 · Per Cap - AFL-CIO	444.40	444.40
515 · Per Cap - Labor Council	323.20	323.20
520 · Insurance	315.12	315.12
525 · Rent	1,650.00	1,650.00
530 · Officers Salaries	4,571.97	4,571.97
535 · Telephone	43.25	43.25
560 · Members Service	1,276.75	1,276.75
610 · President's Remuneration	4,293.00	4,293.00
Total Expense	36,014.81	36,014.81
Net Income	15,997.31	15,997.31

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III. Committee and Board Reports

A. Retirees (Barb Werner)

- a. <https://naretired.org/>
- b. Retirement Seminars Oct 16, Dec 11, Jan 16 - please help spread the word
- c. Medicare Seminars Sep 25, Oct 24, Mar 18 - please help spread the word
- d. Registration etc on flyers in most mailrooms - please check if that is best location

B. Foundation (Bill Mascari)

- a. NA Golf Classic was a record breaking success, earning over \$100,000 in gross income.
- b. Fall Grant Application Period is open now through Tuesday, October 8th. To apply, visit www.northallegheny.org/grants
- c. Trick or Trot 5K Race & 1 Mile Fun Run is Saturday, October 26th at the Marshall Campus. To register, visit www.northallegheny.org/TrickorTrot (register by October 4th to guarantee a shirt)

C. School Board Meeting Report (Rebecca Lamanna)

- a. Final police officer hired. The Police Force is now fully staffed. NASH assistant principal approved. The NA Foundation presented a report.
- b. Consent agenda.
- c. Fairly uneventful.

D. District Advisory Team

- a. Meeting dates:
 - i. October 16 (this was changed from October 9)
 - ii. March 12
- b. We need a DAT rep from each building to attend both meetings.
 - i. We have DAT Reps from BWE, FES, HES IES, MES, IMS, MMS NAI, , NASH
 - ii. NO DAT REPS: MCK, PES, CMS
 - iii. Please complete this form when you have determined who the rep for your building will be: <https://forms.gle/x9JtfB7H2UdSvcx5A>
 - iv. Items for discussion:
 - 1.

E. Membership (Allen & Petronsky)

- a. Professionals:
 - i. Please be very careful to not give out to non members.
 - ii. Insurance through AFT Accidental Death and Dismemberment New Cards. Mail to AFT
 1. <https://www.aft.org/member-benefits/insurance/accidental-death-dismemberment>
 - iii. Deals
 1. Union plus deals App
https://www.unionplus.org/?gclid=Cj0KCQjwi7GnBhDXARIsAFLvH4kMXbe7PI-mKp6OenVwExAepR2wKUfIXfCgLGtFHxbbOrrdmIoxrJMaAkYiEALw_wcB
 2. Discounts Page
<https://docs.google.com/document/d/1j4qLLaqm5fxrCIsf0J3I5KiIHC5XYw>

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[In9OzQAujfNBQ/edit?usp=sharing](https://leadernet.aft.org/webform/memberlocal-beneficiary-form)

- iv. You must complete the online registration or return the yellow card to AFT to be enrolled. If you choose to use the yellow card, AFT strongly recommends scanning and emailing the card to them. Although this coverage is included with your membership, you must enroll in the program to be covered.

When completing the registration, make sure to use our local number **02097**.

<https://leadernet.aft.org/webform/memberlocal-beneficiary-form>

- b. Paraprofessionals:(Kristen Petronsky-PES)

- i. Paras - 206 Members - 152 Non-Members - 54 Participation 74%

F. Sick Leave Bank

- a. Paraprofessional Chapter (Brittany Glass-NASH)

- i. Open enrollment- /Sept 22
- ii. 169 days/ 6 new members
- iii. New hires have 10 days to join

- b. Professional Chapter(Ray Conway)

- i. The Sick Leave Bank welcomed approximately ten new members September 30th who will contribute up to 20 total days over the next two years.
- ii. Currently we do not have any SLB members using days from the Bank.

G. 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. Grievance process
 - i. First step is very important,
 - 1. Did they contact an administrator and check CBA Language?

H. Committee on Political Education (Darcy Mautino)

- a. Election Day is coming up on November 5th! Make a plan to vote!!
- b. PA Voter Registration Deadline: October 21st
 - i. Check your registration status here:
<https://www.pavoterservices.pa.gov/Pages/voterregistrationstatus.aspx>
 - ii. It's important to double check your registration status and voting location to be sure there have been no changes.
- c. Request a mail-in ballot by October 29th.
 - i. Mail in ballots must be *received by* Election Day - November 5th.
- d. AFT has voted to endorse Kamala Harris and Tim Walz. See the following links for more information:
 - i. <https://www.aft.org/news/aft-votes-endorse-kamala-harris-president>
 - ii. <https://www.aft.org/resolution/endorsement-kamala-harris-president>
 - iii. <https://www.aft.org/press-release/afts-weingarten-kamala-harris-selection-tim-walz-her-running-mate>
- e. I plan on making a canva with links to voter registration info, sample ballots, and AFT information to share out with members at upcoming building meetings.

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IV. General Business

- A. Professional Seniority List 2024-2025 (Earlier than usual)
 - a. List will be sent out by NAFT Secretary
 - b. Per the information in the collective bargaining agreement, members have 40 calendar days to file a written objection to the list. Any objections, and supporting documentation, if necessary, can be sent to Shannon Fenton (sfenton@northallegheny.org) for review. Based on the requirements, the deadline to submit an objection is Friday, November 1, 2024.
 - c. Each member must review their own placement on the Seniority List each year. This list matters when furloughs are being conducted.
- B. Executive Council Attendance for dues reimbursement
 - a. The NAFT constitution states that “any member of the Executive Council who attends at least 80% of the required meetings during the course of a school year will receive a rebate” of some portion of their annual dues.
 - b. We currently have 10 required EC meetings. You must be physically present and sign the attendance record for 8 of the 10 EC meetings to receive the dues rebate.
 - i. If you need to leave prior to the typical adjournment time, please email an officer. (There is an expectation that you will stay until the meeting is adjourned as part of your responsibilities as an elected representative.)
- C. New Member Recruitment
 - a. This is the time of year that we get a lot of new hires into our Professional and Paraprofessional Bargaining units.
 - b. We need people to join and participate in NAFT. (Union Pride = Union Strength)
 - c. The link: <http://naft.pa.aft.org/join-union>
 - d. Organizer Award Raffle
 - i. Any member who has a conversation with a nonmember that mentions the benefits of belonging to NAFT is eligible to win a \$100 prize. To enter all you need to do is complete this Google Form:
 - ii. <https://forms.gle/ejm9QbVWc>
- D. Social Events with NAFT
 - a. Billy's Roadhouse (9/20/2024)
 - i. Several first time NAFT Social attendees. It was great to see so many of us together.
 - b. Thorn Hill Tap House (Thursday, October 17, 2024)
 - i. NAFT will again supply rounds of appetizers as the crowd surges.
 - ii. Any member who attends can fill out the Google form for the Social Butterfly Award Raffle.
 - iii. The Social Butterfly Form: <https://forms.gle/y1TCixypWyZxSriaA>
 - iv. Each NAFT Social will have an event specific “Code Word” to verify your presence at the event.
 - c. Other ideas
 - i. Please encourage your building members to submit ideas for NAFT Socials: <https://forms.gle/o7bJFe8gsZCWtefW8>

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E. NAFT Building Meetings Dates (Para & Pro)

- | | |
|-----------------------------|----------------------------|
| a. BWE (9/11/24 & 9/11/24) | h. CMS (9/17/24 & 2/1/24) |
| b. FES (1/31/24 & 9/9/24) | i. IMS (4/9/24 & 9/18/24) |
| c. HES (3/26/24 & 9/9/24) | j. MMS (--- & 2/22/24) |
| d. IES (9/13/24 & 5/28/24) | k. NAI (9/11/24 & 9/10/24) |
| e. MCK (12/7/23 & 9/10/24) | l. NASH (--- & 9/11/24) |
| f. MES (10/26/23 & 9/26/24) | m. CAO (--- & ---) |
| g. PES (9/9/24 & 9/18/24) | |

F. General Reminders

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

V. Unfinished Business

- A. None.

VI. New Business

- A.

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

2024-2025 Important Dates (Tentative)

Executive Council Meetings (4:15 NAFT)

December 11
January 8
February 5
March 5
April 9 (GM)
May 7
June 3

General Membership (4:15 NAI)

April 9, 2024

DAT (12:15 CAO)

October 16
March 12

PIC (3:00 CAO)

October 23
January 29
May 15

NAFT Socials

October 17
November 22
December 12
January 16
February 20
March 20
April 10
May 15 (Retiree Celebration)

School Board Meetings

September 25th –MES
October 23rd– IMS
November 20th– NAI
December 4th– FES
January 22nd– MMS
February 26th– MCK
March 19th- PES
April 23rd– IES
May 21st– HES

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June 11th– BWE

July – CMS

August - NASH

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