

EXECUTIVE COUNCIL Agenda

November 13, 2024

I. Minutes Approval

A. October

1. Approved

II. Reports of Officers

A. President

- a. The results of the most recent Federal elections were not good for public education or union workers. We are in a time of tremendous uncertainty for our way of life. Please avoid any commentary regarding the political landscape while at school as many of our students, colleagues, and community members are in a heightened state of awareness.
- b. We are doing the "President's Coffee" meetings again this year. If you are interested in hosting one of these for your building, please email some dates.

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

B. Para Chapter President, Terry Spaley

- a. Continue to hold monthly meetings , submit report <https://goo.gl/OnfoW>
- b. Contact new hires- 73% members- POWER IN NUMBERS-
- c. Negotiations back team has met 3 times (May, Aug, Oct) Starting with the District in Jan.
- d. TOGETHER wristbands - distribute to all paras- members only
- e. Question/Concerns

C. Special Education VP, Hreha

- a. Connect with your coordinator for support with paperwork and programming questions and collaboration

D. 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 avoiding political discussion
- iii. Remind members of the importance of maintaining consistent practice with sign-in/sign-out records for hall passes. It is difficult to defend a policy that is not consistently stipulated and monitored.

E. Elementary VP

- a. Meeting today for Parent Conference PIC
- b. Continue to reach out with any concerns and submit your meeting notes.

F. Secretary, Allen

- a. Please <http://naft.pa.aft.org>
- b. Please make sure members are aware of the Seniority List.
- c. 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

G. Treasurer

- a. The financial statement from October is below. Non-typical monthly expenses include **Members Service:** FES president's coffee, member pins, **Gifts/Donations:** golf outing basket, **Social Functions:** Labor Day picnic

EXECUTIVE COUNCIL Agenda

November 13, 2024

NORTH ALLEGHENY FEDERATION OF TEACHERS

Statement of Activities

October 2024

	Oct 24	Sep - Oct 24
Income		
400 · Dues	52,187.41	104,376.82
Total Income	52,187.41	104,376.82
Expense		
500 · Per Cap - AFT	14,862.53	29,482.97
505 · Per Cap - PAFT	8,801.96	17,278.64
510 · Per Cap - AFL-CIO	450.45	894.85
515 · Per Cap - Labor Council	327.60	650.80
520 · Insurance	316.68	631.80
525 · Rent	1,650.00	3,300.00
530 · Officers Salaries	4,908.02	9,479.99
535 · Telephone	43.25	86.50
545 · Office Expense	148.51	148.51
550 · Equipment	224.65	224.65
560 · Members Service	781.26	2,058.01
570 · Gifts/Donations	238.17	238.17
575 · Social Functions	347.26	347.26
610 · President's Remuneration	4,293.00	8,586.00
Total Expense	37,393.34	73,408.15
Net Income	14,794.07	30,968.67

III. Committee and Board Reports

A. Retirees (Barb Werner)

- a. COLA chances probably DOA with election results
- b. Planning underway for Christmas luncheon
- c. <https://naretired.org/>
- d. Retirement Seminars Oct 16, Dec 11, Jan 16 - please help spread the word ZOOM
- e. Medicare Seminars Sep 25, Oct 24, Mar 18 - please help spread the word
- f. All NAR retirees wishing paras good luck with negotiations
- g. NAR will be establishing a CARE committee for retirees, if you know of a retiree that could use contact, social activities, might want to join.

B. Foundation (Bill Mascari)

- a. NA Foundation is currently reviewing Fall Grant applications and will announce recipients following the November school board meeting.
- b. Trick or Trot was once again a great success, raising nearly \$40,000.
- c. NA Distinguished Alumni will be announced soon. Gala is January 23, 2025 at Holy Trinity Event Center.

C. Health Care Council (Judy Bosack)

- a. Open Enrollment Plan
 - i. Friday, November 1st through Friday, November 15th enrollment dates
 - ii. Active enrollment through Employee Self-Service (ESS)
 - iii. All staff must access system even if waiving coverage

D. School Board Meeting Report (Respectfully submitted, Heath, Jamie and Beth for IMS)

EXECUTIVE COUNCIL Agenda

November 13, 2024

- a. The October 23rd school board meeting focused on the annual October 1st enrollment data. Generally speaking, NA enrollment has returned to a close approximation of pre-covid numbers and sits at 8,555 students, which is slightly different from demographic projections. Trends over the past 5-yr and 10-yr periods are generally stable with growth about 0.7% lately, mostly at McKnight and Marshall. Facility impacts have been occurring due to much greater growth in Student Services programming consuming more space at various facilities, particularly Learning Support for 1,190 students and ELD services for 255 students.
 - b. Facilities will be looking at the next round of major renovations coming up in the cycle and Hosack, Peebles and IES are next as it has been 24 years since their last turn. Additional considerations of improving major maintenance at other buildings, especially NAI and NASH, as the feasibility study recently done indicates that a move toward a combined high school campus is not feasible.
 - c. Student activities reports were brief but highlighted successful Homecoming events at both upper secondary buildings.
 - d. All items on the Consent Agenda were approved unanimously.
 - e. Four pre-registered and two non-registered speakers addressing non-voting items came to the podium with comments/questions for the board. All but one of the speakers stood to address the loss of all of the bus stops but one on Pioneer Drive by Franklin ES (down from 7) and the safety concerns/hazards this has created for the neighborhood with vehicle traffic and small children darting into/across the street. Parents request the addition of another bus stop. A final speaker addressed concerns about her autistic son being excluded from participation in school activities at Marshall ES and the impact this is having on emotional and social well-being and development of her child, and any other child with special needs that is treated this way.
 - f. Meeting adjourned without further comments.
- E. Adopt-A-Highway (Patrick Niven)
- a. 13 bags of trash collected on Saturday, October 19th. Trash was picked up from Mingo Road to Shenot Farm. This collection was reported to the state.
- F. 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
 - b. Paraprofessionals:(Kristin Petronsky-PES)
 - i. Paras - 207 Members - 151 Non-Members - 56 Participation 73%
- G. Sick Leave Bank
- a. Paraprofessional Chapter (Brittany Glass-NASH)
 - i. Open enrollment is now closed
 - ii. 186 days/ no new applications
 - iii. New hires have 10 days to join
 - b. Professional Chapter(Ray Conway)
 - i. The NAFT Sick Leave Bank Review Board has granted one individual 27 days for sick day relief. The Board has another application we are currently discussing. Those are the only applications thus far for the 2024/25 school year.
 - ii. We have approximately 1,100 days in the bank. At this time we do not plan on

EXECUTIVE COUNCIL Agenda

November 13, 2024

members donating a day to the bank for the current school year.

H. 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?

I. Committee on Political Education (Darcy Mautino)

- a. The election results were not very positive for public education and organized labor. There are still outstanding ballots that may impact the results of the PA Senate race, even though it will not impact the party in control of the US Senate.

IV. General Business

A. Social Events with NAFT

- a. Thorn Hill Tap House (Thursday, October 17, 2024)
 - i. A good time was had by all.
- b. Cenci's Pizzeria (Friday, November 22, 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>

B. NAFT Building Meetings Dates (Para & Pro)

- | | |
|------------------------------|----------------------------|
| a. BWE (10/25/24 & 9/11/24) | h. CMS (9/17/24 & 2/1/24) |
| b. FES (1/31/24 & 10/8/24) | i. IMS (4/9/24 & 10/16/24) |
| c. HES (10/10/24 & 9/9/24) | j. MMS (--- & 2/22/24) |
| d. IES (10/11/24 & 10/11/24) | k. NAI (10/9/24 & 9/10/24) |
| e. MCK (10/10/24 & 10/9/24) | l. NASH (--- & 10/8/24) |
| f. MES (9/26/24 & 9/26/24) | m. CAO (--- & ---) |
| g. PES (9/9/24 & 9/18/24) | |

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.

EXECUTIVE COUNCIL Agenda

November 13, 2024

VI. New Business

- A. Raptor App on our phones. Concerns over using personal phones. Use a computer instead. Guided plan was too early. The guided plan was not planned well and the “practice” did not work.
- B. Contact IT for copier issues, we are being told to call Toshiba on our plan/prep period. We are being told not to call IT.

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

NAFT Socials

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

General Membership (4:15 NAI)

April 9, 2024

DAT (12:15 CAO)

March 12

PIC (3:00 CAO)

January 29
May 15

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
June 11th– BWE
July – CMS
August - NASH

VIII. Adjournment (4:45 p.m.)