

EXECUTIVE COUNCIL Agenda

December 11, 2024

I. Minutes Approval

- A. November EC
 - 1. Approved

II. Reports of Officers

- A. President
 - a. Typically we have received word about the AFL-CIO Scholarship Contest by our December meeting. We haven't heard anything yet, but I encourage all interested members to monitor this link: <https://paafcio.org/>
 - 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. 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.
 - d. **KFNA**
- B. Para Chapter President, Terry Spaley
 - a. Continue to hold monthly meetings , submit report <https://goo.gl/OnfoW>
 - b. Contact new hires- 71% members- POWER IN NUMBERS-
 - c. Negotiations start in January
 - d. Question/Concerns
 - i. Outside hires? Agency people in the buildings?
- C. Secretary, Allen
 - a. Please <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
- D. Treasurer
 - a. The financial statement from November is below. Non-typical monthly expenses include **Social Functions**: Billy's and Thorn Hill Tap House, **Office Expense**: office chairs

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NORTH ALLEGHENY FEDERATION OF TEACHERS

Statement of Activities

November 2024

	Nov 24	Sep - Nov 24
Income		
400 · Dues	52,387.22	156,764.04
Total Income	52,387.22	156,764.04
Expense		
500 · Per Cap - AFT	14,862.53	44,345.50
505 · Per Cap - PAFT	8,801.96	26,080.60
510 · Per Cap - AFL-CIO	450.45	1,345.30
515 · Per Cap - Labor Council	327.60	978.40
520 · Insurance	316.68	948.48
525 · Rent	1,650.00	4,950.00
530 · Officers Salaries	4,908.02	14,388.01
535 · Telephone	43.25	129.75
545 · Office Expense	1,339.56	1,488.07
550 · Equipment	300.15	524.80
560 · Members Service	0.00	2,058.01
570 · Gifts/Donations	0.00	238.17
575 · Social Functions	493.77	841.03
610 · President's Remuneration	4,293.00	12,879.00
Total Expense	37,786.97	111,195.12
Net Income	14,600.25	45,568.92

E. Special Education VP, Hreha

- a. Connect with your coordinator or Special Education Supervisor for support with paperwork and programming questions and collaboration

III. Committee and Board Reports

A. Retirees (John Schwoebel)

- a. Annual NAR Christmas luncheon at Shannopin Country Club had almost 1/3 of NAR members there (97 members)
- b. NAR Retirement Seminar on Jan 16. Check building mailroom for registration details
- c. <https://naretired.org/>
- d. Medicare Seminar Mar 18 - please help spread the word
- e. All NAR retirees wishing paras good luck with negotiations
- f. Retirement seminar on the 16th of December

B. Foundation (Bill Mascari)

- a. Distinguished Alumni Gala is Thursday, January 23, 2025 at the Holy Trinity Event Center.
- b. \$60,000 was distributed in the Fall Grant Cycle. Spring application window will open in February.
- c. Next application for grants will open in February

C. NAFT Scholarship Committee (Becky Hulme)

- a. The committee is in the process of creating a timeline for this year's scholarship.

D. School Board Meeting Report

- a. The December 4th meeting report was not submitted prior to the writing of the agenda.

E. Membership (Allen & Petronsky)

- a. Professionals:

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- 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. Total of 213 Paras - Members - 152 Non-Members - 61 Participation 71%
- F. Sick Leave Bank
 - a. Paraprofessional Chapter (Brittany Glass-NASH)
 - i. 186 days/ no new applications
 - ii. New hires have 10 days to join
 - b. Professional Chapter(Ray Conway)
 - i. The NAFT Sick Leave Bank is currently assisting two individuals with sick day relief. Each person will use approximately 27 days from the SLB. There are no other applications at this time.
- G. Grievance Committee (Jenn Allen)
 - a. No pending grievances at this point.
- H. TIC: Gamache
 - a. Please send questions for Technology to Heath

IV. General Business

- A. Terminal Leave and Retirement for Professionals
 - a. The Professional CBA details Retirement Benefits in Article XXI beginning on page 36.
 - i. Key points:
 - 1. Only applies to Professionals with 10 years of NASD service at Step 16 of the Salary Schedule.
 - 2. Must retire at the end of a semester.
 - 3. Active employee healthcare benefits will cease at the end of the month in which they retire.
 - 4. An employee must notify the District of the intention to retire on or before the first day of said employee's final semester of employment. **(January 20, 2025)**
 - 5. Current healthcare election at time of retirement may be continued with NASD paying 65% of the premium and retiree paying 35% for a period of up to 10 years or until medicare eligibility age is reached, whichever comes first.
 - 6. Insurance Plan Opt-out: If at the point of retirement the employee opts out of the District sponsored insurance plans, the retiree may elect to receive a payment at one-half of the District's 2020 premium assistance contribution for single coverage for each year from retirement up to the year the employee would become Medicare eligible up to a maximum of ten (10) years. (\$25,604 max)
 - b. Current CBA details Terminal Leave in Article XX beginning on page 35.
 - i. The North Allegheny School District will pay to those qualifying for retirement under the conditions of the Pennsylvania Public School Employees' Retirement System the sum of and based on the following guidelines: One-half per diem times the number of days of accrued (unused) sick leave.
 - ii. Professionals have 192 contracted days in 2024-2025.
 - c. It is understood that the last few years have been very difficult and leaving public

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education may be very appealing, but retirement requires a good bit of preparation and should not be entered hastily. Please give much consideration to all of your options before deciding to leave the profession. Our students (and profession) will need your expertise well beyond June 2025.

B. Social Events with NAFT

- a. Cenci's Pizzeria (Friday, November 22, 2024)
 - i. A good time was had by all.
- b. Pomodoro (Thursday, December 12, 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. The proposed dates for the remaining monthly socials may flex a bit, but we will communicate the changes as soon as they are certain.
- d. Retiree Celebration (May 15, 2025) Bill Mascari
 - i. We are working on creating an event to honor our retirees and would welcome your input.
- e. Other ideas
 - i. Please encourage your building members to submit ideas for NAFT Socials: <https://forms.gle/o7bJFe8gsZCWtefW8>

C. NAFT Building Meetings Dates (Para & Pro)

- | | |
|------------------------------|-----------------------------|
| a. BWE (10/25/24 & 9/11/24) | h. CMS (9/12/24 & 2/1/24) |
| b. FES (11/15/24 & 10/8/24) | i. IMS (4/9/24 & 10/16/24) |
| c. HES (11/15/24 & 11/18/24) | j. MMS (12/6/24 & 10/23/24) |
| d. IES (11/26/24 & 11/26/24) | k. NAI (11/14/24 & 9/10/24) |
| e. MCK (10/10/24 & 10/9/24) | l. NASH (--- & 11/21/24) |
| f. MES (9/26/24 & 11/22/24) | m. CAO (--- & ---) |
| g. PES (11/20/24 & 9/18/24) | |

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. None.

VI. New Business

- A. NAFT Kindness Committee

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- a. The NAFT Kindness Committee's goal is to centralize a formal process for recognizing and supporting our membership at large.
- b. We are looking for input and guidance from our members on this endeavor.

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

2024-2025 Important Dates (Tentative)

Executive Council Meetings (4:15 NAFT)

January 8

February 5

March 5

April 10 (GM) update

May 7

June 3

General Membership (4:15 NAI)

April 10, 2024 (update)

DAT (12:15 CAO)

March 12

PIC (3:00 CAO)

January 29

May 15

NAFT Socials

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

June 11th– BWE

July – CMS

August - NASH

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