

EXECUTIVE COUNCIL Agenda

January 8, 2025

I. Minutes Approval

- A. December EC
 - 1. Approved

II. Reports of Officers

A. President

- a. Typically we have received word about the AFL-CIO Scholarship Contest by now, but we haven't heard anything yet. I encourage all interested members to monitor this link:
<https://paaficio.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. Please contact your level/section VP, when notified of a conference ahead of time.
- e. **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. Jan.20,2025 in svc day, paras work/ Sp ed assts. Will be receiving email.
- d. Healthcare contribution same as last year- 14.15%
- e. Question/Concerns

C. Executive VP, J Allen

- a. The Elementary Professional Issues Committee will meet on Thursday, January 23 regarding elementary report cards. This committee was formed last year and will continue the work to improve the current report card.
 - i. We are still seeking a representative from first grade and second grade

D. Secretary,B Allen

- a. UnionPlus Scholarship
<https://www.unionplus.org/benefits/education/union-plus-scholarships> Apply by 12pm ET, January 31, 2025!
- b. Discount Union Texts: Text "PLUS" to 22555 to sign up now!
- c. **Teacher Discount Carnegie Museums (Free):**
https://members.carnegiemuseums.org/site/SPageNavigator/Teacher_Loyalty.html
- d. **Carnegie museum/network pass for teens (Free):**
<https://carnegiemuseums.org/join-support/membership/teen-membership/>
- e. Link to [Discounts and free stuff](#) This is my compiled list
- f. Grad Courses!
<https://pa.aft.org/professional-development/professional-development-graduate-courses-nine-credits-225>

E. Treasurer

- a. The financial statement from December is below. Non-typical monthly expenses include **Negotiations:** para meeting food
- b. Congrats to all members retiring at the end of the semester. Please let Jen Smoller know if you need a retirement gift for someone in your building.

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NORTH ALLEGHENY FEDERATION OF TEACHERS Statement of Activities December 2024

| | Dec 24 | Sep - Dec 24 |
|--------------------------------|------------------|------------------|
| Income | | |
| 400 · Dues | 52,293.46 | 209,057.50 |
| Total Income | 52,293.46 | 209,057.50 |
| Expense | | |
| 500 · Per Cap - AFT | 14,862.53 | 59,208.03 |
| 505 · Per Cap - PAFT | 8,801.96 | 34,882.56 |
| 510 · Per Cap - AFL-CIO | 450.45 | 1,795.75 |
| 515 · Per Cap - Labor Council | 327.60 | 1,306.00 |
| 520 · Insurance | 316.68 | 1,265.16 |
| 525 · Rent | 1,650.00 | 6,600.00 |
| 530 · Officers Salaries | 4,908.02 | 19,296.03 |
| 535 · Telephone | 43.25 | 173.00 |
| 540 · Postage | 21.90 | 21.90 |
| 545 · Office Expense | 0.00 | 1,488.07 |
| 550 · Equipment | 300.15 | 824.95 |
| 560 · Members Service | 0.00 | 2,058.01 |
| 570 · Gifts/Donations | 0.00 | 238.17 |
| 575 · Social Functions | 0.00 | 841.03 |
| 580 · Negotiations | 180.46 | 180.46 |
| 610 · President's Remuneration | 4,293.00 | 17,172.00 |
| Total Expense | 36,156.00 | 147,351.12 |
| Net Income | 16,137.46 | 61,706.38 |

III. Committee and Board Reports

A. Retirees Nancy

- Continued best wishes for a para contract.
- Last Retirement workshop this semester Jan 16 zoom : check mailroom for registration details.
- Possibility for one more workshop second semester.
- District & PSERS exit meeting Feb 3 NA Board Room; register with Personnel
- <https://naretired.org/>
- Medicare Seminar Mar 18 - please help spread the word

B. Foundation (Bill Mascari)

- Distinguished Alumni Gala is Thursday, January 23 at the Holy Trinity Church Event Center starting at 6:00pm. To view the list of honorees and to purchase tickets, visit northallegHENY.org/AlumniGala
- Motion: NAFT should purchase a table for the Distinguished Alumni Gala on January 23, 2025.
 - Seconded -motion carries

C. Membership (Allen & Petronsky)

- Professionals:
 - Please be very careful to not give out to non members.
 - ALL MEMBERS Insurance through AFT Accidental Death and Dismemberment New Cards. Complete [online](#), update as needed
- Paraprofessionals:(Kristin Petronsky-PES)
 - Total of 213 Paras - Members - 151 Non-Members - 62 Participation 71%

D. Sick Leave Bank

- Paraprofessional Chapter (Brittany Glass-NASH)
 - 187 days / one new applicant
 - New hires have 10 days to join
- Professional Chapter(Ray Conway)

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- i. The Sick Leave Bank continues to assist two individuals. Currently, there are no new applications that have been received or being discussed. The Bank continues to have over 1,000 days and because of that we do not foresee the need to have SLB members contribute a day during this school year.
- E. Grievance Committee (Jenn Allen)
 - a. No pending grievances at this point.

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 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. Pomodoro (Thursday, December 12, 2024)
 - i. A good time was had by all.
 - b. The proposed dates for the remaining monthly socials may flex a bit, but we will communicate the changes as soon as they are certain.

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- c. Retiree Celebration (May 15, 2025)
 - i. We are working on creating an event to honor our retirees and would welcome your input.
- d. 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 & 12/10/24) |
| b. FES (11/15/24 & 10/8/24) | i. IMS (4/9/24 & 11/26/24) |
| c. HES (12/12/24 & 12/17/24) | j. MMS (12/6/24 & 10/23/24) |
| d. IES (1/7/25 & 12/20/24) | k. NAI (12/13/24 & 9/10/24) |
| e. MCK (10/10/24 & 10/9/24) | l. NASH (--- & 12/16/24) |
| f. MES (9/26/24 & 11/22/24) | m. CAO (--- & ---) |
| g. PES (11/20/24 & 11/19/24) | |

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. NAFT Kindness Committee
 - 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.
 - i. Collect data from Reps to see what works and what is being done

VI. New Business

- A. TIC
 - a. Please share concerns with Heath Gamache, Leah Uhernik, Kristin Zaccari
 - b. Copy center should be covered by TIC, contact TIC with concerns
 - c. Report: Copy Center
 - d. -Replaced 3 of the machines with 90/min machines (formerly 45/min). They will be requesting to replace all copiers with 90/min in July.
-Could teachers start sending items that are used each year now and not wait until the June deadline? (ex. Decodable books at the elementary level)
 - e. Canvas
 - They will offer 24/7 support to all teachers (others required only a few point people).
 - Will support both troubleshooting and design/performance questions
 - Staff can create and merge own classes
 - They will copy and courses over-(cleaning up Blackboard (guided plan) will be

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- important-only taking what is necessary)
- Teachers should have access by early March
- f. Raptor and Personal Devices
 - All staff members are being asked to have/use it for the safety of all
 - Direct questions to your SRO
- g. Newline Smart Boards
 - Spring 2025 roll out (starting with Middle Schools)
 - Installation completed overnight (teacher guide provided)
 - Will be mounted
 - Reminder to be courteous to your colleagues as these roll out. (There were reports of some disrespectful behavior by teachers to their colleagues).
- h. Sub Access to Laptops
 - Systemic Problem-a lot of turn over
 - Sub Training at beg of year
- i. AI Google Gemini
 - Staff will be trained in Q3 (guided plan)
 - Will be turned on for staff soon
- j. App Vetting
 - Need to reign in the apps that were approved during virtual instruction
 - Will take awhile to check each app for compliance, etc.
- k. Updated Resource Diagram
 - Work on a new one to show who gets what depending on location and position
- B. AFT Poster for the mailroom
- C. Guest WIFI? Not available
- D. Walt Michalski, AFT-PA Staff Rep
 - a. Gave a report on AFT national and AFT-PA
 - b. Talked about local elections
 - c. Spoke about literature selections in schools
 - d. Gave an update on some local contracts and recent negotiations
 - e. Gave an update on the state of healthcare in these contracts
- E. Para negotiations team meets 1/16/2025

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

2024-2025 Important Dates (Tentative)

Executive Council Meetings (4:15 NAFT)

February 5

March 5

Thursday, April 10 (GM) update

May 7

June 3

DAT (12:15 CAO)

March 12

PIC (3:00 CAO)

January 29

May 15

General Membership (4:15 NAI)

Thursday, April 10, 2024 (update)

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NAFT Socials

February 20

March 20

April 10

May 15 (Retiree Celebration)

School Board Meetings

September 25th –MES

October 23rd– IMS

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

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