

EXECUTIVE COUNCIL Agenda

February 5, 2025

I. Minutes Approval

- A. January EC
 - 1. MSA - Approved

II. Reports of Officers

A. President

- a. The PA AFL-CIO Scholarship Contest is now open and active. I encourage all interested members to visit this link: <https://paaficio.org/news/2025-scholarship-essay-contest>
- 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. Common question from President's Coffee: "When will the professional chapter begin negotiating the next contract?"
 - i. January of 2026 will begin the official Act 88 (Act 195) bargaining process, but we will send a survey to our members in May or June of 2025 to set our goals and solicit bargaining team members.
- d. Please be aware that "Formal Conference" season is here. Please keep the NAFT Officers in the loop with any formal conferences of which you become aware.
- e. **KFNA**

B. Para Chapter President, Terry Spaley

- a. Negotiation survey send to all members (second sending, want new members input)
- b. Good opportunity to contact non members about having input in negotiations
- c. **TOGETHER** Tuesday- wear yellow bracelets- show solidarity
- d. Career survey
- e. Continue to hold monthly meetings
- f. Questions/Concerns

C. Executive VP, J Allen

- a.

D. Secretary, Allen

- a. Discount Union Texts: Text "PLUS" to 22555 to sign up now!
- b. **Teacher Discount Carnegie Museums (Free):**
https://members.carnegiemuseums.org/site/SPageNavigator/Teacher_Loyalty.html
- c. **Carnegie museum/network pass for teens (Free):**
<https://carnegiemuseums.org/join-support/membership/teen-membership/>
- d. Link to [Discounts and free stuff](#) This is my compiled list
- e. Grad Courses!
<https://pa.aft.org/professional-development/professional-development-graduate-courses-nine-credits-225>

E. Treasurer

- a. The financial statement from January is below. Non-typical monthly expenses include **Members Service:** President's coffees, **Gifts/Donations:** 4 retirees, **Social Functions:** Shooters and Pomodoro's socials
- b. We welcome any suggestions for social functions. Please reach out if you have an idea!

EXECUTIVE COUNCIL Agenda

February 5, 2025

NORTH ALLEGHENY FEDERATION OF TEACHERS

Statement of Activities

January 2025

	Jan 25	Sep '24 - Jan 25
Income		
400 • Dues	52,362.93	261,420.43
Total Income	52,362.93	261,420.43
Expense		
500 • Per Cap - AFT	14,862.53	74,070.56
505 • Per Cap - PAFT	8,801.96	43,684.52
510 • Per Cap - AFL-CIO	450.45	2,246.20
515 • Per Cap - Labor Council	327.60	1,633.60
520 • Insurance	316.68	1,581.84
525 • Rent	1,650.00	8,250.00
530 • Officers Salaries	4,908.02	24,204.05
535 • Telephone	43.25	216.25
540 • Postage	0.00	21.90
545 • Office Expense	94.84	1,582.91
550 • Equipment	300.15	1,125.10
560 • Members Service	458.82	2,516.83
570 • Gifts/Donations	200.00	438.17
575 • Social Functions	544.72	1,385.75
580 • Negotiations	0.00	180.46
588 • Exec Council Meetings	280.35	280.35
610 • President's Remuneration	4,293.00	21,465.00
Total Expense	37,532.37	184,883.49
Net Income	14,830.56	76,536.94

III. Committee and Board Reports

A. Retirees (John Schwoebel)

- <https://naretired.org/>
- Medicare Seminar Mar 18 - please help spread the word
- Good luck to paras in their contract
- Several retirement seminars, zoom & in person (in person can be scheduled this year)
- NAR speaking at District's PSERS exit meeting
- Planning for spring luncheon

B. Foundation (Bill Mascari)

- NA Alumni Gala in January was a great evening honoring incredible alumni. To view a video of the evening created by the NASH TV crew, visit northalleggheny.org/alumnigala
- NA Foundation scholarship applications are now available online at northalleggheny.org/scholarships. Deadline for all applications is March 21, 2025.

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 - 149 Non-Members - 64 Participation 70%

D. Sick Leave Bank

- Paraprofessional Chapter (Brittany Glass-NASH)
 - 162 days, no current applications.

EXECUTIVE COUNCIL Agenda

February 5, 2025

- ii. New hires have 10 days to join
- b. Professional Chapter(Ray Conway)
 - i. The SLB is currently assisting two members with sick day relief. There is one additional application that will be discussed by the Review Board.
- E. NAFT Scholarship Committee (Becky Hulme)
 - a. The scholarship application opened on Naviance yesterday and will close on March 4.
- F. Technology Issues Committee (TIC) (Heath Gamache)
 - a. Meeting held on January 20,2025. We discussed a number of technology related topics including the following:
 - i. Copy Center: Decodable Books- Electronic Files MTSS WIN
 - ii. Newline rollout
 - iii. Student teacher access to laptops and Blackboard for teaching
 - iv. Day-to-day sub access to Blackboard for teaching
 - v. NA Guest wifi access
 - vi. AV supplies and ordering (batteries, cables, etc.)
 - vii. Copier supplies
 - viii. Keyboards or cases with keyboards for iPads
 - ix. Canvas Training
 - x. Canvas expectations
 - xi. Copy Center Guidelines 2025-2026
 - xii. Powerschool incident
- G. Grievance Committee (Jenn Allen)
 - a. No pending grievances at this point.

IV. General Business

- A. District Advisory Team
 - a. 12:15 on March 12, 2025 at CAO
 - b. Technology and Copiers
 - c. Timeoptions
 - d. Topics?
- B. 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. There is likely a meeting soon.
 - c. We will need to elect PLDC members for the 2025-2026 and 2026-2027 academic years in the coming months.
 - d. Nominations open: <https://forms.gle/Aq7VuiPfKST3PWD4A>
 - e. Current elected members:
 - i. Elementary: Catherine Kiggins, Kristen Zaccari
 - ii. Middle: Christy Franck, Megan McGrath
 - iii. Upper Secondary: Joyce Harrell, Dana Oliver
 - iv. Special Ed: Stephanie Saikaly
 - v. GOAL: Carolyn Steele
 - vi. Counselor: Michelle Buettner
- C. Sabbatical Leaves
 - a. Anyone who intends to take a sabbatical in 2025-2026 must apply by **March 1, 2025**.
 - b. For reasons of health restoration or professional development, a professional employee

EXECUTIVE COUNCIL Agenda

February 5, 2025

who has completed ten (10) years of satisfactory teaching service in the State of Pennsylvania may apply to the School Board for a sabbatical leave. Five (5) of the ten (10) years must have been as a professional employee of the North Allegheny School District. A sabbatical leave may be for half or a full school year or for two (2) half-years over a period of two (2) years.

- c. Educational Travel Leave. Special leaves for educational travel are available to employees who qualify under the following conditions:
 - i. Applicants must be on the top step of the professional salary scale.
 - ii. Leaves must be for one full school year.
 - iii. All requirements to qualify for a sabbatical leave must be met.
- d. More details are contained in the current CBA beginning on page 11.
- D. Annual Career Survey
 - a. Guidelines on Teacher Voluntary Transfers: Any employee interested in transferring should respond with this request on the electronic Annual Career Survey. These requests will be considered each Spring during staffing. (NA Teachers Handbook, p. 11)
 - b. The District will distribute to teachers a list of vacancies and anticipated vacancies with the Annual Career Survey and at the end of the school year. (Pro CBA, p. 33)
 - c. The District is returning to the pre-pandemic system for handling staffing and voluntary/involuntary transfers. Please encourage your building members to complete the Annual Career Survey if they wish to be considered for any transfers during the staffing process.
- E. Social Events with NAFT
 - a. Shooters Golf and Bar (3:00 p.m., Thursday, February 27, 2025)
 - i. Please let us know your attending: <https://forms.gle/xv9qwZUMvBqBtQtx9>
 - ii. NAFT will again supply rounds of appetizers as the crowd surges.
 - iii. Any member who attends can fill out the Google form for the Social Butterfly Award Raffle.
 - iv. The Social Butterfly Form: <https://forms.gle/y1TCixypWyZxSriaA>
 - v. Each NAFT Social will have an event specific "Code Word" to verify your presence at the event.
 - 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.
 - c. NAFT Pick'em Cup 2024
 - i. Congratulations to LISA WALKER at BWE for winning the inaugural Pick'em Cup! Beating out 41 members for the championship cup.
 - ii. Thanks to all members that participated, please fill out the Google form for the Social Butterfly Award Raffle.
 - iii. The Social Butterfly Form: <https://forms.gle/y1TCixypWyZxSriaA>
 - d. Retiree Celebration (May 15, 2025)
 - 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>
- F. NAFT Building Meetings Dates (Para & Pro)

EXECUTIVE COUNCIL Agenda

February 5, 2025

- a. BWE (10/25/24 & 9/11/24)
- b. FES (1/23/25 & 1/17/25)
- c. HES (1/15/25 & 1/13/25)
- d. IES (1/7/25 & 12/20/24)
- e. MCK (10/10/24 & 1/31/25)
- f. MES (9/26/24 & 11/22/24)
- g. PES (11/20/24 & 11/19/24)
- h. CMS (1/30/25 & 12/10/24)
- i. IMS (4/9/24 & 1/30/25)
- j. MMS (12/6/24 & 10/23/24)
- k. NAI (1/17/25 & 9/10/24)
- l. NASH (--- & 1/16/25)
- m. CAO (--- & ---)

G. 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. NAFTA Kindness Committee

- a. The NAFTA 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. We have responses from FES, HES, IES, MCK, PES, MMS, NAI and NASH on the Google Form. Thank you to the reps who provided feedback.
- c. The Form: <https://forms.gle/cj9nnbchrq4KkHU77>

VI. New Business

A. NAFTA Generosity

- a. An Evening for Autism
 - i. NAFTA has historically been able to provide a level of monetary support to "An Evening for Autism" and would like to continue supporting this event by providing a gift basket for their raffle.
 - ii. Motion: NAFTA should allocate up to \$300 for the creation of a gift basket to donate to the raffle at "An Evening for Autism".
 - 1. Discussion.
 - 2. Called
 - 3. Voted and approved

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

2024-2025 Important Dates (Tentative)

Executive Council Meetings (4:15 NAFTA)

March 5

Thursday, April 10 (GM) update 4:15 NAI

May 7

June 3

General Membership (4:15 NAI)

Thursday, April 10, 2024 (update)

DAT (12:15 CAO)

EXECUTIVE COUNCIL Agenda

February 5, 2025

March 12

May 15 (Retiree Celebration)

PIC (3:00 CAO)

January 29

May 15

School Board Meetings

February 26th– MCK

March 19th- PES

April 23rd– IES

May 21st– HES

June 11th– BWE

July – CMS

August - NASH

NAFT Socials

February 27

March 20

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