

# EXECUTIVE COUNCIL AGENDA

## September 3, 2025

### I. Minutes Approval

#### A. June EC - MSVA

### II. Reports of Officers

#### A. President

- a. Welcome to the Exec Council. This is the meeting that allows NAFT to conduct the business of our organization. Each of you are here because you have stepped forward to help our colleagues and this organization. These meetings are conducted using Robert's Rules of Order. Each member of EC has an equal voice in these meetings. Only Elected Officers and Building Representatives (not alts) have a vote.
- b. NAFT Constitutional Objectives:
  - i. To bring the educational employees of the North Allegheny School District into a relationship of mutual assistance and cooperation;
  - ii. To obtain for said educational employees the rights and privileges to which they are entitled;
  - iii. To raise the standard of the educational system by securing the conditions essential to the best professional service;
  - iv. To promote the welfare of the children and the community by providing progressively better education opportunity for all;
  - v. To strive toward the elimination of racism, bigotry, and bias in education in all its forms;
  - vi. To promote the professional growth of its members while at the same time protecting the rights of the teachers and other educational employees.
- c. AFTPA State Convention
  - i. NAFT sent a delegation of five to the biennial convention. There were many informative workshops and interesting speakers during the weekend.
  - ii. We have a new president for AFTPA, Wendy Coleman.
- d. Jordan Law Firm Labor Law Seminar
  - i. This training worked through dispute resolution, grievances, and the benefits of having a mediation present during negotiations.
- e. Paraprofessional Chapter CBA negotiations
- f. Professional Chapter CBA Negotiating Team
  - i. We met (internally) twice to discuss our strategy and goals for the upcoming contract campaign.
  - ii. Please remember "Together Tuesdays."
- g. All Officers will be up for nomination/election in March. If you are interested please let us know. We will work to get you as up to speed as possible with running the local.
- h. **Kids First: Now & Always**

#### B. Para Chapter President, Terry Spaley

- a. New Para CBA-.6 yr agreement/ Sp ed assts.moved class higher- 7% raise, 3.0125%, all other job groups
- b. 2nd annual para luncheon held on opening day/good attendance
- c. Contact new hires/ good time to ask non members again/ remind what union can ( and did ) do for them
- d. Start monthly meetings (remember to track)
- e. Questions/concerns

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- C. Executive VP, Jenn Allen
  - a. Building Schedules: Please check your building master schedules to be sure everyone has a 30 minute lunch, 45 minute discretionary, 30 minute guided plan (recess) and student contact time should not be longer than 2.5 hours
  - b. Indoor Recess: No teacher or para should be covering two rooms at one time. A classroom can be split to add to another homeroom so one adult is staying in one classroom.
  
- D. Special Education VP, Hreha
  - a. Contact your assigned coordinator with questions and concerns regarding paperwork/timelines, support with multiple grade groupings, and resource needs.
  - b. Make sure your schedule has a 45 minute discretionary plan, 30 minute lunch and 30 minute guided plan.
  - c. Refer to the special education hub on Canvas for manual updates and FAQs.
  
- E. Upper Secondary VP, Joe Truesdell
  - a. Value in Developing Strong Relationships with Direct Supervisors
    - i. Recently at NAI, several individuals advocated for improved communication regarding year-end evaluations.
    - ii. Administrators appreciated their professionalism and reinforced a desire to remain open to discussion and solicit a second opinion when founded.
    - iii. Possibly the best prevention against conflict over the contract exists in relationship building.
  - b. 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 NAFTA Representative; the administration doesn't have to offer.
  - c. Monthly building meetings and meetings with administration are an expectation of the building representative position.
  - d. If someone is called for a formal conference, and that individual shares that with a building representative, a VP must be notified.
  - e. Confidentiality is a must when dealing with our members.
  
- F. Middle VP, Bill Mascari
  - a. Middle Schools' Open House is Thursday, September 18th. 6p to 8p
  - b. Check paycheck for appropriate salary step and column. Gross x 26
  - c. Contact Bill Mascari with any questions or concerns.
  
- G. Elementary VP, Stephanie Conrad
  - a. Reach out to new hires and introduce yourself, there are lots of new faces in the buildings.
  - b. Elementary Open House is Thursday, Sept. 11. Same format as previous years.
  - c. Remember to meet with your Principal each month. Open lines of communication are important.
  - d. Please send me a copy of your notes when you hold your monthly building meetings
  - e. Working on Report Card PIC dates for the Fall but nothing has been set in stone.
  - f. Contact Stephanie Conrad with any questions or concerns.

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### H. Secretary, B. Allen

- a. Discount Union Texts: Text "PLUS" to 22555 to sign up now!
- b. Link to [Discounts and free stuff](#) This is my compiled list
- c. Grad Courses!  
<https://pa.aft.org/professional-development/professional-development-graduate-courses-nine-credits-225>
- d. Please copy [BAllen@northallegheny.org](mailto:BAllen@northallegheny.org) on emails to members

### I. Treasurer

- a. Dues will be deducted from 20 out of 26 pays during the year. Please check your first pay when they are deducted that the amount is correct. 9/19 should be the first date

### J. Dues deductions for the 2025/26 school year

2025/26 Dues Schedule			
Category	Salary Scale	Deduction/ Pay	Annual Amount
1	\$49,647 and up	\$35.75	\$715.00
2	\$30,000 - \$49,646	\$18.77	\$375.40
3	\$15,000 - \$29,999	\$17.27	\$345.40
4	>1040 hr. Employees - \$14,999	\$14.77	\$295.40
5	1040 hr. Employees	\$7.87	\$157.40

### K. Financial statement from the summer and the 2024/25 Fiscal Year is below

- a. There are still a few things that need to be settled and should be considered part of the past fiscal year.

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### NORTH ALLEGHENY FEDERATION OF TEACHERS Statement of Activities May through August 2025

	May - Aug 25	Sep '24 - Aug 25
<b>Income</b>		
400 · Dues	78,825.35	522,821.17
<b>Total Income</b>	78,825.35	522,821.17
<b>Expense</b>		
500 · Per Cap - AFT	59,894.04	178,885.13
505 · Per Cap - PAFT	35,470.88	105,758.56
510 · Per Cap - AFL-CIO	1,823.80	5,437.85
515 · Per Cap - Labor Council	1,326.40	3,954.80
520 · Insurance	1,245.66	3,789.15
525 · Rent	6,610.00	19,810.00
530 · Officers Salaries	21,218.46	60,146.57
535 · Telephone	173.00	519.00
540 · Postage	0.00	21.90
545 · Office Expense	1,173.87	3,122.56
550 · Equipment	1,286.10	3,311.65
560 · Members Service	856.70	3,414.19
565 · Conventions	2,218.70	2,218.70
570 · Gifts/Donations	1,150.00	2,536.41
575 · Social Functions	-13.20	1,596.98
580 · Negotiations	31.47	211.93
585 · General Meetings	947.34	1,225.23
588 · Exec Council Meetings	247.08	527.43
590 · Dues Rebates	15,843.48	15,843.48
605 · Legal Defense	1,695.00	1,695.00
606 · Accounting	0.00	1,058.94
608 · Scholarships	5,000.00	5,000.00
610 · President's Remuneration	17,172.00	51,516.00
<b>Total Expense</b>	175,370.78	471,601.46
<b>Net Income</b>	<b>-96,545.43</b>	<b>51,219.71</b>

### III. Committee and Board Reports

#### A. Retirees (Dave McDonald)

- a. <https://naretired.org/>
- b. "Not Back to School" Breakfast was on August 18
- c. Successful recruiting of 2025 retirees
- d. Retirement/Medicare posters in each building's mail rooms-reps please check
- e. In person Retirement/Medicare meetings could be held at NAFT office
- f. Congrats on Para CBA!

#### B. Foundation (Bill Mascari)

- a. NA Foundation Golf Classic is Monday, September 22 at the Sewickley Heights Country Club. We are happy to report that the event is sold out. Looking forward to a very successful day.
- b. Registration for the 12th annual Trick or Trot 5K Race & 1 Mile Fun Run is now open. Saturday 10/25 @ Marshall. Visit [northalleggheny.org/trickortrot](http://northalleggheny.org/trickortrot) to sign up. There is something for the entire family. Register by September 30 to lock in discounted pricing. Registration is now open at: [northalleggheny.org/trickortrot](http://northalleggheny.org/trickortrot).
  - i. Motion: NAFT allocate \$250 to donate a basket for the Trick or Trot.
    1. Motioned and Seconded
    2. No Discussion
    3. Vote: Vote is carries
- c. Would any members like to offer an hour of tutoring for an "NA Academics" basket? Email Bill at [wmascari@northalleggheny.org](mailto:wmascari@northalleggheny.org) for more details.

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- C. Technology Issues Committee (TIC) (Zaccari)
    - a. We are looking to schedule our first meeting for the week of the 22nd.
    - b. Please email Kristen, Leah, or Heath if you have anything you would like added to the agenda.
  
  - D. District Advisory Team
    - a. Meeting dates:
      - i. October 15
      - ii. March 4
    - b. We need a DAT rep from each building to attend both meetings. Please complete this form when you have determined who the rep for your building will be:  
<https://forms.gle/x9JtfB7H2UdSvcx5A>
  
  - E. Membership (B. Allen & Petronsky)
    - a. Professionals:
      - i. Please continue to reach out to new members, and remind current members of <https://www.aft.org/member-benefits>
      - ii. 39 New Professional members as of 9/3/2025
      - iii. A list per building will be generated once the dues report is updated
      - iv. First Aid kits and info packets are available at the NAFT office. I have packaged them up by building, para and pro number count combined.
      - v. Please be very careful to not give out to non members.
      - vi. Insurance through AFT Accidental Death and Dismemberment Online Registration Only!
        - 1. When completing the registration, make sure to use our local number 02097 <https://leadernet.aft.org/webform/memberlocal-beneficiary-form>  
More information:  
[https://www.aft.org/sites/default/files/media/2022/add\\_flier\\_aft\\_base\\_membership\\_chubb.pdf](https://www.aft.org/sites/default/files/media/2022/add_flier_aft_base_membership_chubb.pdf)
    - vii. Deals
      - 1. Union plus deals App  
[https://www.unionplus.org/?gclid=Cj0KCCQjwi7GnBhDXARIsAFLvH4kMXbe7PI-mKp6OenVwExAepR2wKUfIXfCgLGtFHxbbOrrdmIoxrJMaAkYiEALw\\_wcB](https://www.unionplus.org/?gclid=Cj0KCCQjwi7GnBhDXARIsAFLvH4kMXbe7PI-mKp6OenVwExAepR2wKUfIXfCgLGtFHxbbOrrdmIoxrJMaAkYiEALw_wcB)
      - 2. Discounts Page  
<https://docs.google.com/document/d/1j4qLLaqm5fxrCIsf0J3I5KilHC5XYwIn9OzQAujfNBQ/edit?usp=sharing>
  - b. Paraprofessionals:
    - i. Paras - 213 Members - 147 Non-Members - 66 Participation 69%
- 
- F. Sick Leave Bank
  - a. Paraprofessional Chapter (Brittany Glass-NASH)
    - i. Open enrollment- /Sept 22
    - ii. 169 days/ 6 new members
  - b. Professional Chapter(Ray Conway)
    - i. The NAFT Sick Leave Bank is not assisting any members with sick days at this time. We will be accepting new member applications from now until **September 30**. Please see your building rep for an application and return it to Ray Conway

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@McKnight Elementary by the above listed date. New hires will contribute one day this year and one day next year. Veteran teachers who wish to join will contribute two days this year. Individuals will receive a copy of the application to confirm receipt.

- ii. Contact Ray Conway at McKnight: [rconway@northallegheeny.org](mailto:rconway@northallegheeny.org) with any questions.
- iii. [Application to Join](#) SLB

## 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

- a. Please pay attention to the election and make a plan to vote.

## IV. General Business

### A. Building Rep Responsibilities

- a. Communication to Building Members
  - i. Share communications with building members in a timely manner.
  - ii. Do NOT make substantive changes to email communications from NAFT Officers.
  - iii. Be sure to CC your VP with all correspondence that is sent on behalf of NAFT. The NAFT Officers need to know that information is being communicated to our members.
- b. Building level Labor-Management meetings with principals.
  - i. Get them on the calendar at least once a month.
  - ii. Exclusively between admin and NAFT Reps or Officers.
  - iii. These are not to be done “as-needed.” You must put them on the calendar, otherwise they will not happen.
- c. Face-to-face Building Membership Meetings
  - i. At least once a month.
  - ii. Our members need to know when and where to discuss NAFT concerns.
- d. NAFT Building Reps are expected to complete a report each month to allow us to monitor the work you are doing in each of your buildings.
  - i. It is important that NAFT leadership receives these reports in a timely manner.
  - ii. The Link: <https://forms.gle/Ypgf1fotpsW2UP7y8>
- e. You are expected to be a union advocate in your building who is willing to advocate on behalf of NAFT and actively work to build positive relationships with the union. If you hear people using “the union” as if it is a dirty word, please consider the source and seek to find the truth of the matter. If you are uncertain about the truth, or NAFT’s role in an issue, contact one of us to get clarification. An age-old union-busting tactic is to sow the seeds of division among union members with subtle (sometimes, not so subtle) uses of anti-union rhetoric. Don’t fall for it. Seek the truth of the matter. If you know it, don’t be afraid to speak the truth of the matter. Be a positive, pro-NAFT voice. We want NAFT to

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always be seen in a positive light by the people we represent. (If you feel you cannot do this, please talk with me in the very near future.)

## 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. All NAFT members

- a. Verify that the CBA is being followed by NASD with respect to your work schedule. If you aren't sure about some aspect of this, reach out to us.
  - i. Make sure that you have a 30-minute duty free lunch.
  - ii. Be certain that you are getting the correct planning time (Discretionary and Guided) as well as a full allotment of Flex Time (45 total minutes before/after school).
  - iii. You should not be scheduled for more than 150 consecutive minutes with students without at least a 15-minute break.

## E. NAFT Building Meetings Dates (Para & Pro)

- |                        |                     |
|------------------------|---------------------|
| a. BWE (--- & ---)     | h. CMS (--- & ---)  |
| b. FES (--- & ---)     | i. IMS (--- & ---)  |
| c. HES (--- & 8/18/25) | j. MMS (--- & ---)  |
| d. IES (--- & ---)     | k. NAI (--- & ---)  |
| e. MCK (--- & ---)     | l. NASH (--- & ---) |
| f. MES (--- & ---)     | m. CAO (--- & ---)  |
| g. PES (--- & ---)     |                     |

## F. General Reminders

- a. **Obey now, grieve later**
- b. **Be careful with social media (avoid it if possible)**
- c. **Arrive on time, Leave on time**

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- 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 process for recognizing and supporting our membership at large.
  - b. To join the NAFTA Kindness Committee: <https://forms.gle/db29kzv2sN4XyMNX7>

## VI. New Business

- A. NAFTA Pins and Together Wristbands (Professionals)
  - a. Please distribute the pins and wristbands to our new NAFTA members.
  - b. "Together Tuesdays" until we have contracts for our bargaining units.
- B. Paraprofessional Negotiating Team Stipends
  - a. Historically, members of the negotiating teams for our bargaining units receive a stipend at the conclusion of the contract campaign in recognition for the time and sacrifice of each member. The paras came in well under budget (\$7000) for the negotiations despite bargaining into August.
    - i. Motion: The members of the 2025 paraprofessional negotiating team shall receive stipends of the following amounts: Terry Spaley (\$1500), Brittany Glass (\$1200), John Harrell (\$1000), Walt Michalski (\$599), Kristin Petronsky (\$200), Kat Karl (\$200), each member (19) of the back team (\$50) for a total amount of \$5,649.
    - ii. Seconded Discussed and Call the question
    - iii. Voted and approved motion carries

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

### 2025-2026 Important Dates (Tentative)

#### Executive Council Meetings (4:15 NAFTA)

September 3  
October 8  
November 12  
December 17  
January 7  
February 4  
March 4 (GM)  
April 15  
May 6  
June 3

#### DAT (12:15 CAO)

October 15  
March 4

#### PIC (3:00 CAO)

TBD

#### NAFT Socials

Labor Day Picnic --- Saturday, August 30  
October 23 Lebowski  
November Paintball?  
January  
March  
May 14 (Retiree Celebration)

#### General Membership (4:15 NAI)

Wednesday, March 4, 2026

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