

EXECUTIVE COUNCIL AGENDA

October 8, 2025

I. Minutes Approval

A. September EC

1. MSVA

II. Reports of Officers

A. President

- a. On Friday I participated in the AFTPA Executive Committee and AFTPA Executive Council meetings held in Harrisburg. Of the many topics of discussion, NAFT was highlighted as having the second highest participation rate in the Misericordia Graduate courses. We are only slightly behind Philadelphia. Good work to all of you for getting the word out.
- b. The bargaining process continues for the professional chapter. We will schedule a meeting with our back team this month to continue the work that was initiated in the summer.
- c. Thank you to everyone who did a little bit more for NAFT so far this year. Please keep up the effort of engaging with our members and working to show non-members why it is important to join with us.
- d. We are doing the "President's Coffee" meetings again this year. I would like to get out to each of our buildings to meet with our members in an informal setting again this year after our Thanksgiving Break.
- e. Please pay attention to and participate in any/all elections this year and every year. Please think about the impact that elected officials have on your personal and professional lives. When given opportunities to learn about political candidates, please take them.
- f. **Kids First: Now & Always**

B. Para Chapter President, Terry Spaley, Para-Secretary Kat Karl

- a. Contact new hires/ good time to ask non members again/ remind what union can (and did) do for them
- b. 14 new hires since Aug, thank you for all your work recruiting new members
- c. AFTPA sponsoring Para Proud Scholarship Grant program ,providing ten \$5,000 grants for paras members working on their teaching certifications in high need areas .
- d. Continue monthly meetings (remember to track)
- e. Questions/concerns
 - i. None

C. Executive VP

- 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. IEP writing days to be coordinated with your building administration.

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- c. Best Buddies to begin next year at BWE and FES, informal clubs to begin this year.
- d. Refer to the special education hub on Canvas for manual updates and FAQs.
- E. Upper Secondary VP
 - a. Value in Developing Strong Relationships with Direct Supervisors
 - b. Remind members of their Weingarten Rights.
 - 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
 - a. Please continue to have monthly meetings with building members.
 - b. CC your appropriate VP
 - c. Checking Dues. No dues means no membership.
- G. Elementary VP
 - a. Parent Teacher Conference communication email will go live to parents on October 10 and sign-ups will close on Oct. 26th. Please look for your email from Dr. Dowell dated Oct. 3, for additional information about adjustments from last year.
 - b. Remember to meet with your Principal each month. Open lines of communication are important.
 - c. Please send me a copy of your notes when you hold your monthly building meetings
 - d. Contact Stephanie Conrad with any questions or concerns.
- H. Secretary, 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 Bruce on all membership emails (BAllen@northalleggheny.org)
 - e. PES Special Election: Jennifer Selepach to serve the remainder of the 25/26 Term

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I. Treasurer

- a. The first dues deduction took place on Sept 19. Please confirm that the correct amount of dues are being deducted based on your salary and the table below.

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

J. Financial statement from September 2025 is below

NORTH ALLEGHENY FEDERATION OF TEACHERS Statement of Activities September 2025

	Sep 25	Sep 25
Income		
400 · Dues	26,832.70	26,832.70
Total Income	26,832.70	26,832.70
Expense		
500 · Per Cap - AFT	14,973.51	14,973.51
505 · Per Cap - PAFT	8,867.72	8,867.72
510 · Per Cap - AFL-CIO	455.95	455.95
515 · Per Cap - Labor Council	331.60	331.60
520 · Insurance	314.46	314.46
525 · Rent	1,650.00	1,650.00
530 · Officers Salaries	5,742.37	5,742.37
535 · Telephone	43.25	43.25
545 · Office Expense	136.70	136.70
550 · Equipment	317.15	317.15
570 · Gifts/Donations	50.00	50.00
580 · Negotiations	232.85	232.85
606 · Accounting	6,000.00	6,000.00
610 · President's Remuneration	4,367.78	4,367.78
Total Expense	43,483.34	43,483.34
Net Income	-16,650.64	-16,650.64

III. Committee and Board Reports

A. Retirees (Penny Zunski)

- a. <https://naretired.org/>
- b. "Updated Medicare/Retirement posters in bldgs
- c. Medicare zoom Sept 23
- d. Retirement zoom Oct 16 6:30-registration details on posters
- e. Moraine State Park picnic
- f. Allegheny Observatory, Bayernhof Museum in Aspinwall, Kerr Museum in Oakmont - trips

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in-service staff might consider

- g. Good luck in contract

- B. Foundation (Bill Mascari)
 - a. Golf Classic was a huge success, raising over \$100,000
 - b. NA Distinguished Alumni have been announced, a very impressive list. Alumni Gala is Thursday, January 22, 2026 at Holy Trinity Center. For sponsorships, tickets, and more information, visit northalleggheny.org/alumni_gala
 - c. Trick or Trot is Saturday, October 25, 2025 at Marshall Campus. Fun for the entire family. To register, visit northalleggheny.org/trickortrot

- C. Technology Issues Committee (TIC) (Zaccari)
 - a. Did meet on the 22nd
 - b. Planning on how to communicate from TIC issues like
 - i. Copy center
 - ii. Trainings with ITIs regarding canvas
 - iii. Asking for needs by building and need based
 - iv. Two-Factor authentication issues
 - v. WiFi issues and speed, need data
 - vi. Helpdesk tickets for any issues
 - vii. Still no answer on who is in charge of the copy machines
 - viii. Call Toshiba and have the WA number from the copier

- D. District Advisory Team
 - a. Meeting dates:
 - i. October 15 - lunch-
 - 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 (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. 10/23 Social Shooters
 - iii. Payroll has shared the list of dues paying members and I can create a list per building if needed
 - iv. Insurance through AFT Accidental Death and Dismemberment Online Registration Only! Please remind members
 - 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
 - v. Deals
 - 1. Union plus deals App
<https://www.unionplus.org/?gclid=Cj0KCCQjwi7GnBhDXARIsAFLvH4kMX>

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[be7PI-mKp6OenVwExAepR2wKUfiXfCgLGtFHxbbOrrdmloxrJMaAkYiEA
Lw_wcB](https://docs.google.com/document/d/1j4qLLaqm5fxrCIsf0J3I5KiIHC5XYwIn9OzQAujfNBQ/edit?usp=sharing)

2. Discounts Page

[https://docs.google.com/document/d/1j4qLLaqm5fxrCIsf0J3I5KiIHC5XYw
In9OzQAujfNBQ/edit?usp=sharing](https://docs.google.com/document/d/1j4qLLaqm5fxrCIsf0J3I5KiIHC5XYwIn9OzQAujfNBQ/edit?usp=sharing)

b. Paraprofessionals:

i. Paras - 212 Members - 153 Non-Members - 59 Participation 72%

F. Sick Leave Bank

a. Paraprofessional Chapter (Brittany Glass-NASH)

- i. Open enrollment- /Sept 30
- ii. 169 days/ 6 new members

b. Professional Chapter(Ray Conway)

- i. The SLB Review Board currently has one application it is discussing.
- ii. We had 8 new members contribute 12 days to the Bank in addition to 4 more days added from members who joined last year for a total of 16 days.
- iii. Our 1,000 day reserve goal may need a contribution from current members at some point this year as we are close to going below that number. Thank you!
- iv. Contact Ray Conway at McKnight: rconway@northalleggheny.org with any questions.

G. Adopt a Highway

- a. The fall cleanup will happen on Wednesday October 29th starting at 4:00. We will meet at the MMS bus parking lot. Bags, vests, and gloves will be provided. Look for the white pickup truck. Any questions? Email pniven@northalleggheny.org

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

- a. Please share the following Canva link with your building members:
https://www.canva.com/design/DAG09nqymDQ/mi7q6-DshYjohO2mNIBnhg/view?utm_content=DAG09nqymDQ&utm_campaign=designshare&utm_medium=link2&utm_source=unique_links&utlId=h4f43657e2c#3
- b. It is a side by side comparison of the two slates of school board candidates, including links to their websites. I also have QR codes printed that will take people to this Canva. Feel free to take one with you to share at your next building meeting!
- c. The PA voter registration deadline is October 10th.
- d. Make a plan to vote on or before November 4th. Check in with your family, friends, and neighbors and make sure that they also have a plan to vote!
- e. ***The 2021 school board race was decided by a margin of 47 votes!!! YOUR VOTES MATTER, especially in local elections!***

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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 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)

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- 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 (9/19/25 & ---) | h. CMS (--- & 9/9/25) |
| b. FES (9/23/25 & 9/5/25) | i. IMS (--- & 9/10/25) |
| c. HES (9/12/25 & 9/5/25) | j. MMS (9/9/25 & 9/11/25) |
| d. IES (--- & 9/9/25) | k. NAI (--- & 9/10/25) |
| e. MCK (9/9/25 & 9/9/25) | l. NASH (--- & 9/9/25) |
| f. MES (--- & 9/15/25) | m. CAO (--- & ---) |
| g. PES (9/8/25 & ---) | |

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

VI. New Business

- A. NAFT Pins and Together Wristbands (Professionals)
 - a. Please distribute the pins and wristbands to our new NAFT 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

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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.

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

2025-2026 Important Dates (Tentative)

Executive Council Meetings (4:15 NAFT)

September 3

October 8

November 12

December 18

January 8

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 Shooters?

November Paintball?

January

March

May 14 (Retiree Celebration)

General Membership (4:15 NAI)

Wednesday, March 4, 2026

VIII. Adjournment (5:00 p.m.)