

EXECUTIVE COUNCIL Agenda

November 12, 2025

I. Minutes Approval

- A. October EC
 - 1. MSVA

II. Reports of Officers

A. President

- a. New CBA that spans from July 1, 2026 to June 30, 2034. ([NAFT CBA 2026-2034](#))
- b. MOU for additional pay that should appear in the final pay period of December. Professionals on steps 1-15 will receive \$250. Professionals on Step 16 will receive \$500.
- c. The results of the most recent elections were quite good for public education and union workers in PA.
- d. We are doing the "President's Coffee" meetings again this year after Thanksgiving break. If you are interested in hosting one of these for your building, please email some dates.
- e. All NAFT Officers will be up for nomination/election in **March**. If you are interested in running for an Officer position, please let us know. We will work to get you as up to speed as possible with running the local. You must be a member in good standing for at least one (1) full year to hold an Office in our organization.
- f. **Kids First: Now & Always**

B. Para Chapter President, Terry Spaley

- a. Continue to hold monthly meetings, submit report <https://goo.gl/OnfoW>
- b. In svc Nov.4 for Special Ed, how was it? Feedback?
 - i. SAP Training
- c. Field trip, missing lunch/break- fill out time sheet
- d. Para Seniority list sent to all reps. Please post on the Union bulletin board, if any errors para should contact Shannon Fenton.
- e. Question/Concerns
 - i. Toileting guidelines from CAO?
 - 1. Have your administrator/principal contact Special Ed at CAO
 - 2. We need to document the requests for training, if no training is received then follow-up with Terry
 - ii. Change with the 5 year anniversary. Healthcare changes. Do wage and status changes go through the board, why does it need to go through the board? When will the pay increase occur?

C. Special Education VP, Hreha

- a. Connect with your coordinator or Special Education Supervisor for support with paperwork and programming questions and collaboration
- b. Unified Bocce season is upon us, games at NASH 12/18, 1/12, and 1/29 at 3:00. Come out and support NA students and staff.

D. Upper Secondary VP

- a. Remind members of the power of electronic correspondence as evidence.
- b. Remind members of the value of consistent and accurate notes and record keeping.
- c. Remind members of their Weingarten Right. Every member in a discussion with administration should ask themselves the following question:
 - i. "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 NAFT Representative; the administration doesn't have

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to offer.

- E. Elementary VP
 - a. Continue to hold your monthly building meeting with your administrators.
 - b. Grading and Report Card PIC will meet on the 20th.
 - c. Continue to reach out with any concerns and submit your meeting notes.
- F. Secretary, Allen
 - a. Please <http://naft.pa.aft.org>
 - b. Seniority List! Emailed? Checked?
 - c. Please make sure members are aware of the Seniority List.
 - d. 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
- G. Treasurer
 - a. The financial statement from October is below. Non-typical monthly expenses include **Gifts/Donations**: NA Foundation basket, **Social Functions**: Shooters and reservation at NP for next year's Labor Day picnic, **Negotiations**: Para team stipends, **Legal Defense**, **Accounting**: Finalize audit from last fiscal year

NORTH ALLEGHENY FEDERATION OF TEACHERS Statement of Activities October 2025

	Oct 25	Sep - Oct 25
Income		
400 · Dues	80,079.31	106,272.17
Total Income	80,079.31	106,272.17
Expense		
500 · Per Cap - AFT	15,224.61	30,198.12
505 · Per Cap - PAFT	9,055.59	17,923.31
510 · Per Cap - AFL-CIO	456.50	912.45
515 · Per Cap - Labor Council	332.00	663.60
520 · Insurance	314.84	629.30
525 · Rent	1,650.00	3,300.00
530 · Officers Salaries	6,942.37	12,684.74
535 · Telephone	43.25	86.50
545 · Office Expense	35.00	171.70
550 · Equipment	317.15	634.30
570 · Gifts/Donations	187.78	237.78
575 · Social Functions	723.09	723.09
580 · Negotiations	4,449.00	4,681.85
605 · Legal Defense	412.50	412.50
606 · Accounting	1,660.00	7,660.00
610 · President's Remuneration	4,367.78	8,735.56
Total Expense	46,171.46	89,654.80
Net Income	33,907.85	16,617.37

III. Committee and Board Reports

- A. Retirees (Barb Werner)
 - a. Intro to Medicare zoom Jan 21, Mar 19th
 - b. Intro to retirement zoom Jan 13, Apr 15th
 - c. Registration details on flyers in bldg mailroom/lounge
 - d. NAR willing to do in-person at NAFT office if enough interest

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- e. Christmas luncheon at Shannopin Country Club
- f. Kerr Museum Oakmont tour
- B. Foundation (Bill Mascari)
 - a. Trick or Trot was a huge success, welcoming 671 participants and raising nearly \$40,000.
 - b. Fall Grant recipients will be announced soon.
 - c. NA Distinguished Alumni Gala is Thursday, January 22, 2026 at Holy Trinity Event Center. To RSVP, visit northalleggheny.org/alumnigala
 - i. Motion: NAFT should purchase a table (\$800) for the Distinguished Alumni Gala on January 22, 2026.
 - 1. Motion, seconded, discussion was called
 - 2. Vote approved
- C. Health Care Council (Judy Bosack)
 - a. Open Enrollment Plan
 - i. Remember to complete your Benefits selection by November 14. All employees must enter the system, even if just to decline benefits.
- D. Membership (Allen & Petronsky)
 - a. Professionals:
 - i. Please be very careful to not give out to non members.
 - ii. Insurance through AFT Accidental Death and Dismemberment
 - iii. AFT Accidental Death and Dismemberment Insurance - use Local Number 02097
<https://leadernet.aft.org/webform/memberlocal-beneficiary-form>
 - b. Paraprofessionals:(Kristin Petronsky-PES/HES)
 - i. Paras - 211 Members - 151 Non-Members - 60 Participation 72%
- E. Sick Leave Bank
 - a. Paraprofessional Chapter (Brittany Glass-NASH)
 - i. Open enrollment is now closed
 - ii. 173 days/ no new applications
 - iii. New hires have 10 days to join
 - b. Professional Chapter(Ray Conway)
 - i. The SLB Review Board does not have any members utilizing days at this time.
- F. 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. NAFT is currently supporting one Grievance from our membership.
 - c. Grievance process
 - i. First step is very important,
 - 1. Did they contact an administrator and check CBA Language?
- G. Committee on Political Education (Darcy Mautino)
 - a. The election results were quite positive for public education and organized labor.
- H. Technology Issues Committee
 - a. Copy center one of the people quit, there is a backlog
 - b. Addressing the tape bindings
 - c. Nearpod and Tigerid? Tigerid seems to limit it, paste the link into canvas.
 - d. Building tech coaches and their role. Building secretaries would be giving a guide to the building and day to day subs.
 - e. Tutorial for help with Apple classroom should be in the communicator

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IV. General Business

- A. [Professional Seniority List 2025-2026](#) (linked)
 - a. List was sent out by NAFTA Secretary
 - b. Per the information in the collective bargaining agreement, members have 40 calendar days to file a written objection to the list. Any objections, and supporting documentation, if necessary, can be sent to Shannon Fenton (sfenton@northallegheeny.org) for review. Based on the requirements, the deadline to submit an objection is Sunday, November 30, 2025.
 - c. Each member must review their own placement on the Seniority List each year. This list matters when furloughs are being conducted and will matter for duty assignments in 2026-2027.
- B. Social Events with NAFTA
 - a. NAFTA Holiday Social
 - i. Shooter's Golf (Friday, December 19, 2025, 2:30-5:00 p.m.)
 - ii. NAFTA 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 NAFTA Social will have an event specific "Code Word" to verify your presence at the event.
 - b. Other ideas
 - i. Please encourage your building members to submit ideas for NAFTA Socials: <https://forms.gle/o7bJFe8gsZCWtefW8>
- C. NAFTA Building Meetings Dates (Para & Pro)
 - a. BWE (9/19/25 & 9/24/25)
 - b. FES (10/17/25 & 10/21/25)
 - c. HES (9/12/25 & 10/13/25)
 - d. IES (10/10/25 & 10/17/25)
 - e. MCK (9/9/25 & 9/9/25)
 - f. MES (10/16/25 & 10/22/25)
 - g. PES (10/17/25 & 10/14/25)
 - h. CMS (10/22/25 & 9/9/25)
 - i. IMS (--- & 10/15/25)
 - j. MMS (10/28//25 & 10/21/25)
 - k. NAI (10/9/25 & 10/24/25)
 - l. NASH (--- & 10/13/25)
 - m. CAO (--- & ---)
- 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. 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>

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VI. New Business

A. none

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 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

December 19th Shooters Holiday Party

January

March

May 14 (Retiree Celebration)

General Membership (4:15 NAI)

Wednesday, March 4, 2026

VIII. Adjournment (5:06 p.m.)