

EXECUTIVE COUNCIL Agenda

December 17, 2025

I. Minutes Approval

- A. November EC
 - 1. MSVA

II. Reports of Officers

- A. President
 - a. 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.
 - b. We are doing the "President's Coffee" meetings again. If you are interested in hosting one of these for your building, please email some dates.
 - c. 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.
 - d. **Kids First: Now & Always**
- B. Para Chapter President, Terry Spaley
 - a. Continue to hold monthly meetings , submit report <https://goo.gl/OnfoW>
 - b. FID procedures for 187/190
 - c. Any problems with pay for field trips please contact Terry
 - d. Question/Concerns
 - e. Para Retirement for this year, need to let the district know by Jan 15th. Before the end of the semester
- C. Special Education VP, Hreha
 - a. Unified Bocce season is upon us, games at NASH 12/18, 1/12, and 1/29 at 3:00pm. Come out and support NA students and staff.
- D. Elementary VP, Conrad
 - a. Grading and Assessment PIC met last month to discuss report cards and will meet again in January. No date determined yet. There are some proposed changes to improve continuity to grade level report cards and for Special areas.
- E. Secretary, Allen
 - a. Please <http://naft.pa.aft.org>
 - b. 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
- F. Treasurer
 - a. The financial statement from November is below. Non-typical monthly expenses include:
Gifts/Donations: 2 Para retirees

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NORTH ALLEGHENY FEDERATION OF TEACHERS

Statement of Activities

November 2025

	Nov 25	Sep - Nov 25
Income		
400 · Dues	53,495.24	159,767.41
Total Income	53,495.24	159,767.41
Expense		
500 · Per Cap - AFT	15,296.11	45,494.23
505 · Per Cap - PAFT	9,098.12	27,021.43
510 · Per Cap - AFL-CIO	458.70	1,371.15
515 · Per Cap - Labor Council	333.60	997.20
520 · Insurance	316.36	945.66
525 · Rent	1,650.00	4,950.00
530 · Officers Salaries	5,742.37	18,427.11
535 · Telephone	43.25	129.75
545 · Office Expense	260.66	432.36
550 · Equipment	224.65	858.95
570 · Gifts/Donations	100.00	337.78
575 · Social Functions	0.00	723.09
580 · Negotiations	0.00	4,681.85
585 · General Meetings	111.52	111.52
605 · Legal Defense	0.00	412.50
606 · Accounting	0.00	7,660.00
610 · President's Remuneration	4,367.78	13,103.34
Total Expense	38,003.12	127,657.92
Net Income	15,492.12	32,109.49

III. Committee and Board Reports

A. Retirees

- a. Christmas luncheon Shannopin Country Club
- b. Retirement zoom Jan 13
- c. Medicare Intro zoom Jan 21
- d. Check bldg mailroom / lounge for registration details
- e. Still willing to do in person workshops at NAFT Union office

B. Foundation (Bill Mascari)

- a. NA Distinguished Alumni Gala is Thursday, January 22, 2026 at Holy Trinity Event Center. To RSVP, visit northalleggheny.org/alumnigala

C. Membership (Allen & Petronsky)

- a. Professionals:
 - i. Please be very careful to not give out to non members.
 - ii. Social Friday at Shooters
- b. Paraprofessionals:(Kristin Petronsky-PES/HES)
 - i. Paras - 211 Members - 149 Non-Members - 62 Participation 71%

D. 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.

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- E. NAFTA Scholarship Committee (Becky Hulme)
 - a. We are starting to create a timeline for this year's scholarship. The end of January will open.
- 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. The Grievance that was being pursued last month was denied at the superintendent level and the grievant elected to not appeal any further.
 - c. Grievance process
 - i. First step is very important,
 - 1. Did they contact an administrator and check CBA Language?

IV. General Business

- A. 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>
- B. NAFTA Building Meetings Dates (Para & Pro)

a. BWE (9/19/25 & 12/10/25)	h. CMS (10/22/25 & 11/20/25)
b. FES (10/17/25 & 11/21/25)	i. IMS (--- & 11/19/25)
c. HES (11/17/25 & 11/18/25)	j. MMS (11/25//25 & 10/21/25)
d. IES (11/21/25 & 11/21/25)	k. NAI (11/14/25 & 11/19/25)
e. MCK (9/9/25 & 9/9/25)	l. NASH (--- & 11/18/25)
f. MES (10/16/25 & 10/22/25)	m. CAO (--- & 10/9/25)
g. PES (11/19/25 & 10/14/25)	
- C. 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

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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>
- c. Motion: Appoint Sharon Volpe (NASH) as the Chair of the NAFTA Kindness Committee.
 - i. Seconded Voted and Approved Motion Carries

VI. New Business

A. Professional 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.
 - i. Motion: The members of the 2025 Professional Negotiating Team shall receive stipends of the following amounts:
 - 1. Seconded Voted and Approved Motion Carries

First Name	Last Name	Stipend	First Name	Last Name	Stipend:
Cheri	Alviso	\$80	Jordan	Langue	\$80
Kristen	Bowie	\$60	Rose	Mantella	\$60
Michelle	Carpenter	\$60	Jennifer	Pavely	\$60
Jill	Cronin	\$60	Ian	Truesdell	\$80
Colleen	Doherty	\$100	Leah	Uhernik	\$80
Heath	Gamache'	\$60	Christina	Vertullo	\$100
Jackie	Gaus	\$80	Nick	Vorrasi	\$80
Courtney	Geary	\$40	Bruce	Allen	\$200
Elizabeth	Greenwald	\$60	Matt	Hreha	\$200
Marguerite	Haldin	\$20	Stephanie	Conrad	\$160
Kyle	Jones	\$40	Bill	Mascari	\$160
Lori	Kelly	\$60	Joe	Truesdell	\$200
Jason	Koziattek	\$80	Jen	Smoller	\$160
Becky	Lamanna	\$60	Jenn	Allen	\$2,073
Jonathan	Lamm	\$100	John	Harrell	\$4,147
Lindsey	Lamm	\$100			

B. No Cell Service @ PES

- a. PES teachers are being directed to join the BYOD network. The risk is that you are being monitored 100% on their network.
- b. Approach regarding Raptor and Safety - Team Assist
- c. IMS has had cell boosters added and has better service now
- d. P.A. Service / Clocks in the classrooms not working at Mck

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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 (4:45 p.m.)