

EXECUTIVE COUNCIL Agenda

January 7, 2026

I. Minutes Approval

- A. December EC

II. Reports of Officers

A. President

- a. 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.
- b. 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.

c. **Kids First: Now & Always**

B. Para Chapter President, Terry Spaley

- a. Continue to hold monthly meetings , submit report <https://goo.gl/OnfoW>
- b. All Para building rep elections will be held in the Spring
- c. Question/Concerns

C. Special Education VP, Hreha

- a. Continue to work with your assigned coordinator for support with programming, paperwork, and student concerns.

D. Elementary VP, Conrad

- a. Grading and Assessment PIC met last month to discuss report cards and will meet again in January. There are some proposed changes to improve continuity to grade level report cards and for Special areas.

E. Middle VP, Mascari

- a. Middle Level Admin are currently developing a new schedule for next year.

F. Secretary, Allen

- a. Please visit <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

G. Treasurer

- a. The financial statement from December is below. Non-typical monthly expenses include: **Member Services:** president's coffee @ IMS, **Gifts/Donations:** table at NA Foundation Alumni Gala, **Negotiations:** Pro Negotiations meetings, **Legal Defense:** various

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NORTH ALLEGHENY FEDERATION OF TEACHERS
Statement of Activities
December 2025

	Dec 25	Sep - Dec 25
Income		
400 · Dues	53,533.99	213,301.40
Total Income	53,533.99	213,301.40
Expense		
500 · Per Cap - AFT	15,296.11	60,790.34
505 · Per Cap - PAFT	9,098.12	36,119.55
510 · Per Cap - AFL-CIO	458.70	1,829.85
515 · Per Cap - Labor Council	333.60	1,330.80
520 · Insurance	316.36	1,262.02
525 · Rent	1,650.00	6,600.00
530 · Officers Salaries	5,742.37	24,169.48
535 · Telephone	43.25	173.00
545 · Office Expense	172.75	605.11
550 · Equipment	224.65	1,083.60
560 · Members Service	79.80	79.80
570 · Gifts/Donations	800.00	1,137.78
575 · Social Functions	352.87	1,075.96
580 · Negotiations	886.57	5,568.42
585 · General Meetings	0.00	111.52
605 · Legal Defense	4,058.96	4,471.46
606 · Accounting	0.00	7,660.00
610 · President's Remuneration	4,367.78	17,471.12
Total Expense	43,881.89	171,539.81
Net Income	9,652.10	41,761.59

III. Committee and Board Reports

A. Retirees

- a. Retirement Seminar zoom 1/13/26 6:30pm, Medicare Seminar zoom 6:30pm (registration details in each building's mailroom or staff room).
- b. NAR still willing to do in-person seminars if staff plans to meet at NAFT office

B. Foundation (Bill Mascari)

- a. Tickets for the Distinguished Alumni Gala can be purchased through Friday, January 9th. Event is Thursday, January 22nd at Holy Trinity Event Center.

C. Membership (Allen & Petronsky)

- a. Professionals:
 - i. Please be very careful to not give out to non members.
 - ii. Discount Union Texts: Text "PLUS" to 22555 to sign up now!
 - iii. Link to [Discounts and free stuff](#) This is my compiled list, some of these need to be redone annually especially the museums
 - iv. Scholarship on UnionPlus Website
<https://www.unionplus.org/benefits/education/union-plus-scholarships>

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- b. Paraprofessionals:(Kristin Petronsky-PES/HES)
 - i. Paras - 210 Members - 148 Non-Members - 62 Participation 70%
- 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.
- E. NAFTA Scholarship Committee (Becky Hulme)
 - a. No new info
- 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. Grievance process
 - i. First step is very important,
 - 1. Did they contact an administrator and check CBA Language?
- G. TIC
 - a. Subs: Many subs don’t know they have NA emails or how to log in, so teachers can’t reliably email links/docs. We need a consistent district onboarding process and an updated sub list (it varies by building). IT gets an alert when subs are added, and building tech coaches can help, but subs often don’t know who that is.
 - b. Freckle: Ongoing glitches and some report inaccuracies. Admin is aware.
 - c. Toshiba: Toner/supply turnaround is still slow. Jim is following up, and a third-party toner provider may be causing delays.
 - d. Devices: Pricing work has started for staff and 9th-grade student devices.
 - e. AI Committee: First two meetings are done. Some departments still have no representation because volunteers were selected, and invited departments declined.

IV. General Business

- A. Social Events with NAFTA
 - a. NAFTA Holiday Social
 - i. Any member who attends can fill out the Google form for the Social Butterfly Award Raffle.
 - ii. The Social Butterfly Form: <https://forms.gle/y1TCixypWyZxSriaA>
 - iii. 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)
 - b. FES (10/17/25 & 11/21/25)
 - c. HES (11/17/25 & 11/18/25)
 - d. IES (11/21/25 & 11/21/25)
 - e. MCK (9/9/25 & 9/9/25)
 - f. MES (10/16/25 & 10/22/25)
 - g. PES (11/19/25 & 10/14/25)
 - h. CMS (10/22/25 & 11/20/25)

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- i. IMS (--- & 11/19/25)
- j. MMS (11/25//25 & 10/21/25)
- k. NAI (11/14/25 & 11/19/25)
- l. NASH (--- & 11/18/25)
- m. CAO (--- & 10/9/25)

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

- A. None

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 11 (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 11, 2026

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