

EXECUTIVE COUNCIL Minutes

February 4, 2026

I. Minutes Approval

- A. January EC
 - 1. MSVA

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. Contact new hires
 - c. All Para building rep elections will be held in the Spring/ send names to Kat Karl (kkarl@northalleggheny.org)
 - d. Para career survey
 - e. Question/Concerns
 - i. FID Training was discussed as the 5 hours of training took too long, more than 6.
- C. Special Education VP, Hreha
 - a. Continue to work with your assigned coordinator for support with programming, paperwork, and student concerns.
- D. Upper Secondary VP
 - a. With changing schedules at the semester for some classes, please ask people who picked up new sections to confirm they are not over the limit for class size.
 - b. Remind members of the Weingarten Rights.
 - c. Remember, the member must ask for the NAFT Representative; the administration doesn’t have to offer.
 - d. Please remember confidentiality is the key when dealing with pressing issues.
 - e. Contact Joe Truesdell with any questions.
- E. 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.
 - b. Indoor Recess/Guided Plan. The first priority is Recess coverage. Students must be supervised. The Admin needs to make GP available as needed, not pull you form student coverage.
- F. Middle VP, Mascari
 - a. Middle Level Admin are currently developing a new schedule for next year.
- G. 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
 - iii. EVEN Year REP Elections coming up in April, nominations form coming in March
 - 1. Franklin

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2. Peebles
3. McKnight
4. IMS
5. MMS
6. NAI

H. Treasurer

- a. The financial statement from January is below. Non-typical monthly expenses include:
Member Services: president's coffee @ FES, **Social Functions::** social @ Shooters,
Exec Council Meetings: holiday meeting, **Legal Defense:** various
- b. A proposed budget for next year will be shared at General Membership next month

Statement of Activities

NORTH ALLEGHENY FEDERATION OF TEACHERS

January 2026

DISTRIBUTION ACCOUNT	TOTAL	
	JAN 1 - JAN 31 2026	SEP 1 2025 - JAN 31 2026 (YTD)
Income		
400 Dues	53,498.24	266,799.64
Total for Income	\$53,498.24	\$266,799.64
Gross Profit	\$53,498.24	\$266,799.64
Expenses		
500 Per Cap - AFT	15,296.11	76,086.45
505 Per Cap - PAFT	9,098.12	45,217.67
510 Per Cap - AFL-CIO	458.70	2,288.55
515 Per Cap - Labor Council	333.60	1,664.40
520 Insurance	316.36	1,578.38
525 Rent	1,650.00	8,250.00
530 Officers Salaries	5,742.37	29,911.85
535 Telephone	43.25	216.25
550 Equipment	234.65	1,318.25
560 Members Service	79.80	159.60
575 Social Functions	340.15	1,416.11
588 Exec Council Meetings	399.98	399.98
605 Legal Defense	1,402.50	5,873.96
610 President's Remuneration	4,367.78	21,838.90
545 Office Expense		605.11
570 Gifts/Donations		1,137.78
580 Negotiations		5,568.42
585 General Meetings		111.52
606 Accounting		7,660.00
Total for Expenses	\$39,763.37	\$211,303.18
Net Operating Income	\$13,734.87	\$55,496.46
Net Other Income		
Net Income	\$13,734.87	\$55,496.46

III. Committee and Board Reports

A. Retirees (Marcia Casey)

- a. Feb 18 PSERs exit mtg Central - NAR invited to speak

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- b. Mar 19 - Medicare zoom - check bldg bulletin boards for registration
- c. Aprl 15 - Last retirement zoom for school year - check for registration
- d. Ohio pension board - Marcia
- B. Foundation (Bill Mascari)
 - a. Distinguished Alumni Gala honored 10 alumni and welcomed 185 guests in January.
 - b. Stay tuned for Spring Grants Cycle.
 - c. NA Foundation scholarship applications for graduating seniors are now open.
 - d. www.northallegheny.org/scholarships
- 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
 - b. Paraprofessionals:(Kristin Petronsky-PES/HES)
 - i. Paras - 214 Members - 146 Non-Members - 68 Participation 68%
- D. Sick Leave Bank
 - a. Paraprofessional Chapter (Brittany Glass-NASH)
 - i. 173 days/ no new applications
 - ii. New hires have 10 days to join
 - b. Professional Chapter(Ray Conway)
 - i. There is nothing new to report for the SLB. Thank you!
- E. NAFT Scholarship Committee (Becky Hulme)
 - a. The NAFT Scholarship is now open on Naviance and will close on February 25. If you know of a senior intending to enter the education field, please encourage the student to apply.
- 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. Meeting coming up on the 2/9.

IV. General Business

- A. District Advisory Team
 - a. 12:15 on March 4, 2026 at CAO
 - b. Please try to have the same person attend
 - c. Topics?
 - i. FID Expectations Never told to make FID buttons but then told you should have had a button.
 - ii. Making up days if too many days are missed and petitions to the state
- B. Sabbatical Leaves
 - a. Anyone who intends to take a sabbatical in 2026-2027 must apply by **March 1, 2026**.

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- b. For reasons of health restoration or professional development, a professional employee who has completed ten (10) years of satisfactory teaching service in the State of Pennsylvania may apply to the School Board for a sabbatical leave. Five (5) of the ten (10) years must have been as a professional employee of the North Allegheny School District. A sabbatical leave may be for half or a full school year or for two (2) half-years over a period of two (2) years.
 - c. Educational Travel Leave. Special leaves for educational travel are available to employees who qualify under the following conditions:
 - i. Applicants must be on the top step of the professional salary scale.
 - ii. Leaves must be for one full school year.
 - iii. All requirements to qualify for a sabbatical leave must be met.
 - d. More details are contained in the current CBA beginning on page 11.
- C. Annual Career Survey
- a. Guidelines on Teacher Voluntary Transfers: Any employee interested in transferring should respond with this request on the electronic Annual Career Survey. These requests will be considered each Spring during staffing. (NA Teachers Handbook, p. 11)
 - b. The District will distribute to teachers a list of vacancies and anticipated vacancies with the Annual Career Survey and at the end of the school year. (Pro CBA, p. 33)
 - c. The District is returning to the pre-pandemic system for handling staffing and voluntary/involuntary transfers. Please encourage your building members to complete the Annual Career Survey if they wish to be considered for any transfers during the staffing process.
- D. Social Events with NAFT
- a. NAFT March 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 NAFT Social will have an event specific "Code Word" to verify your presence at the event.
 - iv. Pinball in Bellevue?
 - b. Other ideas
 - i. Please encourage your building members to submit ideas for NAFT Socials: <https://forms.gle/o7bJFe8gsZCWtefW8>
- E. Social Media
- a. Do NOT post during workdays and especially work hours even on FID days.
- F. NAFT Building Meetings Dates (Para & Pro)
- | | |
|-----------------------------|------------------------------|
| a. BWE (9/19/25 & 12/10/25) | g. PES (11/19/25 & 10/14/25) |
| b. FES (1/23/26 & 1/23/26) | h. CMS (1/21/26 & 11/20/25) |
| c. HES (1/9/26 & 1/20/26) | i. IMS (--- & 1/21/26) |
| d. IES (1/16/26 & 1/16/26) | j. MMS (11/25/25 & 10/21/25) |
| e. MCK (9/9/25 & 12/15/25) | k. NAI (1/8/26 & 11/19/25) |
| f. MES (10/16/25 & 1/21/26) | |

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G. 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. GP and Part-Time
 - a. Teachers without GP on their Schedule

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

General Membership (4:15 NAI)

Wednesday, March 11, 2026

May 14 (Retiree Celebration)

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