



# SUBSTITUTE VOICE

A publication of the Seattle Substitutes Association,  
a department of the Seattle Education Association

Patricia Robertson, President  
Jan Bowersox and John Dunn, Co-Vice Presidents  
Secretary/Treasurer– Edith Ruby

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## Changes in SSA This Fall

Because former President, John Dunn, resigned his position in SSA and SEA in order to run in the August School Board primary election, and former Vice President, Mark Weiss, is no longer working in the Seattle District, there have been significant leadership changes in SSA. SEA bylaws allow the SEA President to make appointments to committee and department leadership positions to fill out unfilled terms of office. SEA elections will be held in the spring of 2012 this school year. In the meantime SEA President, Olga Addae, has appointed Pat Robertson as President, Jan Bowersox and John Dunn as Co-Vice Presidents, and Edith Ruby as Secretary-Treasurer. The current officers are proposing significant program changes.

Jan has agreed to focus her work on working with the Seattle Public Schools' Professional Development Team to bring a renewed PD program for Seattle Substitutes. This work will use the talent of the presenters from last summer's NSTA conference as a resource as well as other instructors provided by SPS. John Dunn, who is again

substituting for the District, will edit *the Substitute Voice*.

In addition to Pat, Jan, Edith and John taking leadership positions in SSA, an advisory committee composed of Dan Troccoli, Mary Wallon, Rickie Malone, and Penny Long has been formed. It is the expectation of this group that they along with the officers, will function like an executive board for SSA. Besides these changes, the committee has made several suggestions for changing the meeting schedule of the organization. The advisory committee will meet monthly and plan for the General Membership meetings that will be held at least three times during the school year. The first of these meetings was held on October 14. For many of these changes to become official there will need to be some changes to the SSA by-laws. Additionally, the first of the SSA/SSD joint professional development sessions took place on October 26 with "Disrupting the Disruptor" as the topic. Clock hours can be earned for attending more than three hours of these sessions.

## SSA Hosts NSTA Conference, July 2011

The Seattle Substitute Association hosted the bi-annual meeting of the National Substitute Teachers' Alliance (NSTA) this last July on the Seattle University Campus in partnership with the SU School of Education. Participants came mainly from West Coast states, but there were some from as far away as Maryland and Ohio. Because the conference was put on in partnership with Seattle University, up to twenty clock hours or two academic credits could be earned by the participants who wished to pay the required fees.

The three-day conference included sessions presented by Seattle substitutes in such areas as: Best Practices; Positive Discipline; Building Positive Staff Relations; Emergency lesson plans / Building a Bag of Tricks; On-Line Resources; and a Computer Lab Experience to access resources. The SSA was able to bring in local instructors in specialized areas like: Adult Sexual Misconduct, Dealing with Medical Emergencies, and a hands-on session in CPR conducted by a retired Seattle fireman.

There was a panel discussion regarding "Coordinating with the Regular Teacher," and a group activity about "What Do We Call Ourselves?" Are we just "Subs," "Guest Teachers" or "Replacement Teachers?" This discussion was lively and spirited and it got to the heart of some of the attitudes that we face and what we ourselves sometimes do to perpetuate these attitudes. NSTA President, Jim Politis, and Seattle substitute teacher and activist, Dan Troccoli, presented a talk about "Interactive Democracy/ Working to Professionalize Sub-

stitute Culture at All Levels." Their presentation emphasized the need for substitute educators to organize, how to do it locally and how to support activities at the state and national levels.

Seattle substitutes who participated in the presentations were Pat Robertson, Jan Bowersox, Rickie Malone, John Dunn, and former SSA President, Rick Harlan. Seattle school nurses, Helen Walsh and Lynne Oliphant were presenters for two of the sessions as was retired fireman Lt. William Murphy, and an Oregon school superintendent, Bryan Young.

### Upcoming Meetings and Actions:

**November 28:** WEA Day of Action in Olympia and SEA grade-in at Westlake. Check the SEA website for details: [www.seattlewea.org](http://www.seattlewea.org)

**December 7:** SSA General Membership Meeting and holiday celebration of SSA, 4:30 - 6:30 at SEA office, 5501 4th Ave. S. This meeting will be catered, so you won't go hungry!

**December 12:** Representative Assembly for SSA-SEA association reps, 5:00 - 7:00 at Washington Middle School

**January 27:** (Day between semesters): SSA will sponsor a training on use of technology in the classroom, to be held at the JSCEE.

## Know Your Rights: When Do You Deserve Extra Pay?

SEA has proof that the following is the current practice. That being said, SEA is also in talks with the District, who is arguing that this should not be current practice. SEA is not going to go against past practice and will grieve this if necessary.

Many substitute teachers are not aware that there are two common reasons for you to be able to request an extra time sheet when you work in the Seattle Public Schools.

The first is when you accept a job in a building with a rotating schedule. With many of these schedules, a teacher has an extra-long conference period (PCP time) on one day, and no PCP time on the next day. If you accept a job on the day that the teacher has no PCP time, you are entitled to an hour of extra pay. The understanding is that you would ordinarily use the PCP time to write reports, make copies, correct papers and do other chores that you are expected to complete during that day. Without that time you will have to put in extra time before and

after school to complete this work. This will apply only if you work in the position for just one day and you work extra time beyond the contracted hours. If you work for more than one day in such a position you will have the teacher's regularly scheduled PCP time to complete your work and do not qualify for extra pay.

The second is when you accept a position for a teacher who is teaching an extended day by an hour or an extra class beyond the normal day. Such a teacher is typically working on a 1.2 FTE (Full Time Equivalent) contract and is paid for the extra time the teacher works. In this situation you are entitled to an hour of extra pay as well.

Both principals and head secretaries should be aware of this and in both of these situations the head secretary should offer you an extra time sheet to fill out. If that does not happen, you should request one. In either of these cases, should you not get an extra time sheet, be sure to call the Seattle Education Association for help.

### Who You Can Contact When You Need Help:

If you find yourself in need of representation when trying to solve a problem with the Seattle Public Schools, SEA is your representative. For contract issues regarding the Seattle Public Schools contact Jonathan Knapp, SEA Vice President, by email at [jknapp@washingtonea.org](mailto:jknapp@washingtonea.org) or call him at SEA. For issues related to an individual building call the SEA at 206-283-8443 and you will be referred to the SEA staff person who works with that building.

## Arbitrator Rules Against SEA on Substitute TRI Issue

Arbitration was held on June 9, 2011 in regards to whether long-term substitutes who work for more than ninety days should be paid TRI benefits as regular teachers are paid. The SEA argument was that the collective bargaining agreement is clear that substitutes are not to be in positions for longer than ninety days. It is SEA's interpretation that any positions open for longer than ninety days should be filled by a regular contract employee. Regular employees get TRI pay.

The arbitrator ruled that even though there is language in the contract that states, "... the SPS shall not use

substitute teachers on a continuing basis for more than ninety (90) student days in lieu of regular certificated non-supervisory employees", there is not a consequence listed if there is a violation. Because of this, there is no obligation to pay substitute teachers TRI who work in positions for longer than 90 days.

Substitutes will have to decide for themselves if they want to work in positions for longer than ninety days without getting TRI pay.

### Substitute Officers Nominating Committee:

The SEA Substitute Dept. needs a nominating committee. The committee will talk to members and create a slate of candidates for the elections coming in March. The committee members DO NOT have to run for office themselves. This is a vital, but relatively short term, job. If you are interested, let us know at the upcoming Dec. 7 meeting, or email Pat Robertson at [tpatr@mac.com](mailto:tpatr@mac.com).

### Proposed Bylaws Changes:

Before coming to the December 7 general membership meeting, please read the proposed changes to the SSA Bylaws, as recommended by the SSA Executive Committee. If you are reading this electronically, the proposed [Bylaws](#) amendments can be accessed [HERE](#).

If you're reading this on paper, they can be accessed on the home page of the SEA website, [www.seattlewea.org](http://www.seattlewea.org) and clicking on the [Substitute Voice Newsletter](#).

