

# Substitute Voice



January-February 2018

## These people represent YOU!

President: Peter Henry  
Vice President: Stan Strasner  
Past President: Pat Robertson  
Secretary/Treasurer:  
Elisabeth Lavaris  
Professional Development:  
Jan Bowersox  
Communications:  
Karin Engstrom  
At Large SEA Board Member  
Justin Vinson  
District Liaison: David Posner  
SEA Uniserv Representative  
Tim Kopp  
Community Coordinator:  
Dan Troccoli

## Association Representatives

### 2017-18 School Year

- Helen Anshell
- Josh Harper
- Darrin Hoop
- Karen Jackson
- Devin Last
- Roberta Lindeman
- Matthew Maley
- Rickie Malone
- Molly O'Neal
- Ida Ott
- Karen Ritter
- Edith Ruby
- Dan Troccoli
- Linda Zbigley

Contact us:

seattlesubs@gmail.com

## **WEA Bargaining Conference**

Stan Strasner

On December 1st & 2nd, hundreds of Washington Education Association members converged on the Doubletree Convention Center in Seatac to learn the best methods for waging contract campaigns that improve our schools. The workshops focused on topics like collective bargaining, grievances, and writing contract language. As Seattle EA members prepare to bargain this spring, it's important to get up to speed on the issues and how we can go into this session with the best strategies and ideas that can win victories for education.

The workshop I attended was a Bargaining 101 training led by two experienced WEA UniServ reps. The presentation outlined the important reasons that we bargain — to promote ideas and interests of all members, improve working conditions, and address new issues at the school buildings. A strong contract with gains for schools and educators gives members a reason to join the union. During the workshop, we also discussed how to form a bargaining team, different methods for surveying membership, and how to create a "blueprint" that can guide strategy as you represent members at the table.

On a topic of current debate within SEA, we discussed two different styles of bargaining: positional (the method we've used in past negotiations) and interest based bargaining (IBB). According to WEA, most locals do not use interest based bargaining as it is seen as too conciliatory to the district. Some in SEA believe that IBB would be a good model to use while we're in a powerful position coming out of the last bargain. Others have questioned the decision to switch from positional bargaining after having such a successful bargaining session.

During the luncheon on the first day of the conference, a guest speaker was invited by WEA to talk about the current issues around the corporate education attacks on schools. The Waltons and the Gates Foundation are serious enemies of public education and our unions. However, there are examples of successful fightbacks in Florida and Massachusetts.

Public sector unions like the Seattle Education Association are currently under attack from the billionaires behind groups like the Freedom Foundation. With the Supreme Court ruling on Janus coming soon, we may see a possible block for working people's ability to organize across the country. We are truly in the fight for our lives in the labor movement. But if we wage an energetic, creative contract campaign that inspires not only our members, but the broader community, we can continue to be a bright example of how to win gains for students and teachers that can inspire the rest of the labor movement!

If you are interested in participating in the upcoming bargain, write to our President, Phyllis Campano at [pcampano@washingtonea.org](mailto:pcampano@washingtonea.org) to nominate yourself.

Election timelines for the WEA and NEA Representative Assemblies were announced at our SEA-RA in December. All nominations will be online this year. An email will be sent out to the membership with a link to the nomination form. WEA-RA dates are April 19—21 in Spokane, WA. NEA-RA dates are June 30—July 5 in Minneapolis, MN.

## Our Professional Development Connection

### Kim Van Atta



You know Kim because she coordinates our professional development in the district. Would you guess that she is a true outdoor woman who loves being in our mountains – but then, she was born in Seattle.

Kim states: I have worked for Seattle Public Schools for the past 12 years. I am an Instructional Coach and my role includes support of professional develop-

ment for Paraprofessionals, SAEOPs and Substitutes (certificated, paraprofessional and clerical), oversight of the district's Classified to Certificated program which provides an opportunity for paraeducators to pursue teacher certification. I also support National Board Certification for teachers. Prior to my work in Seattle Public Schools, I taught 5<sup>th</sup> grade in the Tacoma School District. I have worked in a number of roles in education, including clerical, paraprofessional and certificated substitute positions.

Kim and her husband, Paul have been married for 15 years. They met on a chair lift when they were both working as ski instructors. This is still one of her favorite pursuits. They head for Crystal Mountain to snowshoe and ski every weekend during snow season. Otherwise, they love to hike in the mountains along with their dog, Bea. Bea is a 12 year old beagle and a "star of most photos on my camera role". Bea and Kim participate in a sport called "Nosework". It is modeled after detection dog work and for Bea, it is perfect – nose to the ground and treats.

She also loves meal planning and cooking. She likes all kinds of food, but pizza is one of her favorites – just "hold the green peppers, please." It isn't a surprise, then, that Thanksgiving is her favorite holiday. Orange is her favorite color.

She is lucky to have an older brother who lives with his wife in Seattle. Both parents worked in education. With their summers off, they packed up a trailer to take Kim and her brother to Grayland, Washington for the month of July. They collected razor clams, oysters, surf fish and Dungeness crab for their meals. She has "fond memories of playing on the beach for hours with my brother and other children who were camping with their families."



## Black Lives Matter at School Week: February 5-9. 2-17

(taken from an article in *Educators' Vision*, published by Social Equity Educators – December 2017)

During the December SEA Representative Assembly, the body voted for a New Business Item (NBI) to join the national call for Black Lives Matter at School Week to kick off the Black History Month in February. It was resolved that the membership would wear the Black Lives Matter T-shirts during the week.

In October 19, 2016, the 5,000 members of SEA along with students, parents and community members put the Black Lives Matter at School movement on the national map. In January 2017, the social justice educators from the Caucus of Working Educators within the Philadelphia Federation of Teachers pushed the movement forward with an entire Black Lives Matter week in the Philadelphia public schools.

Now more than a dozen cities including New York, Chicago, Boston, Washington, DC and Baltimore are collectively organizing the first ever national Black Lives Matter week of education and action. Each day of the week will focus on a different demand.

What you can do!

- Mark your calendar and make plans to substitute wearing your BLM T-shirt
- Bring lesson plans that reflect the day – perhaps as a filler for time – or an opening of each class period.
- Check out the National Black Lives Matter Week of Action in our Schools Facebook page to see what is happening across the country.
- Go to: [https://facebook.com/pg/The-National-Black-Lives-Matter-Week-of-Action-in-our-Schools-192373061312325/about/?ref=page\\_internal](https://facebook.com/pg/The-National-Black-Lives-Matter-Week-of-Action-in-our-Schools-192373061312325/about/?ref=page_internal)

## Subs get sick too, you know

Achieving sick leave for daily subs has been on our wish list for many years. In 2016 Washington voters made our wish come true by passing initiative I-1433, which grants paid sick leave to all employees in Washington State, starting in January, 2018.

SEA and the district are currently engaged in an interest-based bargaining process to decide on how this will work. No firm ideas have been proposed yet, and meanwhile the district will achieve compliance with the new law by tracking daily subs' hours. The law requires that subs earn a minimum of 1 hour of sick leave for every 40 hours worked.

As a matter of equity, we are hoping to bring this up to the level received by other district employees, including long-term cert subs, who currently receive sick leave at the rate of 1 day per 20 days worked. But this will depend on how bargaining goes.

So far we have had two days of bargaining (Nov. 30 and Dec. 8) and two more are planned (Jan. 4 and Jan. 12). Stay tuned!

Peter, Henry, SSA President

"Give the pupils something to do, not something to learn; and the doing is of such a nature as to demand thinking; learning naturally results." John Dewey

## Republicans Lose Their House Majority in Olympia! Democrats Should Fund Schools Now!

Stan Strasner

After four years of Republican control of the Washington state Senate, working people were fed up and kicked them out of the majority in Olympia during the November 2017 election. Washington state is now a part of a "blue wall" on the west coast with all three states having Democratic party control of both Legislative bodies and the Governorships.

The decisive election of Democrat Manka Dhingra comes at the end of a long campaign by the labor movement in Washington to flip the senate. The Dhingra campaign faced many racist and sexist attacks from right wing groups that tried to paint her as a tax-loving radical — although in reality, she doesn't even support the call for a progressive state income tax on the rich.

The Republican control of the Senate in the Washington State Legislature was a headache for those pushing for progressive policies. Whether it's been a state income tax, protecting undocumented workers, or fully funding education, the Democrats have always pointed to the Senate as a barrier. Now that Democrats control the State Legislature and Governorship, they have an opportunity to institute the change that working people have stood for against right wing ideology and attacks.

After achieving this majority, Governor Jay Inslee announced a new carbon tax as a part of the effort to combat climate change and fund schools. It's concerning though to hear that Jay Inslee has abandoned the capital gains tax and is going to tap into reserves instead. Politicians need to find ways to correct our state's regressive tax system, not shy away from policies and legislation that address income inequality.

Washington state has an opportunity to lead the way in the resistance to the Trump agenda. The question is: Who will be the leaders of this resistance? Back in 2012, the Democrats had a majority and failed to fully fund education, so electing Democrats and just trusting them to do the right thing isn't enough. Seattle educators need to use their voice to put pressure on corporate politicians who ignore the interests of working people. Now is the time for you to make a difference with phone calls, letters, emails, Tweets, visits and other communication formats with your state representatives and our governor.

January 8<sup>th</sup> is the first day of the session. To find contact information for your representative, go to:

<http://app.leg.wa.gov/districtfinder/> The Seattle-King County League of Women Voters will be printing their 2018 Directory of Elected Officials (TRY) for all your elected representatives. go to: [www.seattlelwv.org](http://www.seattlelwv.org) or call 206-329-4848.

DECEMBER 2017						
SUN	MON	TUE	WED	THU	FRI	SAT
					\$100,000 840	\$100,000 841
\$100,000 842	\$100,000 843	\$100,000 844	\$100,000 845	\$100,000 846	\$100,000 847	\$100,000 848
\$100,000 849	\$100,000 850	\$100,000 851	\$100,000 852	\$100,000 853	\$100,000 854	\$100,000 855
\$100,000 856	\$100,000 857	\$100,000 858	\$100,000 859	\$100,000 860	\$100,000 861	\$100,000 862
\$100,000 863	\$100,000 864	\$100,000 865	\$100,000 866	\$100,000 867	\$100,000 868	\$100,000 869
\$100,000 870						

For over 2 years the Washington State legislature has been in contempt of Court for not fully funding education. And each day the Courts have fined the legislature **\$100,000**

That amounts to:

**870 days** in contempt **\$87 MILLION** in fines and counting. . .

(All data as of Dec. 31, 2017)

Source: [www.thenewstribune.com](http://www.thenewstribune.com)

### KNOW YOUR CONTRACT! Weingarten Rights

From Jennifer Hall's article – *Educators' Vision*

If you have suspicion that a meeting requested by an administrator may result in discipline, dismissal, or negative working conditions, you have the right to request that a SEA representative be present to bear witness for you and represent your interests as a union member. Union members' right to representation at investigatory interviews was upheld in the 1975 Supreme Court case, NLRB v. Weingarten. Thus, they are called the Weingarten Rights.

Employers or supervisors are not required to inform employees of their Weingarten Rights. It is the duty of unions to educate their members that they don't have to go it alone; that they have Weingarten Rights. It is written into our contracts:

Certificated Contract: Section C: Representation Rights and Due Process, #2

Paraprofessional Contract: Section H: Representation Rights and Due Process, #5

SAEOP Contract: Section H: Representation Rights and Due Process, #5

Substitutes are covered through these three contracts.

Know your rights! Ask for representation.

Seattle Substitutes Serve Seattle School Staff & Students!  
<https://www.facebook.com/groups/SeattleSubs/>



Presorted  
First Class Mail  
U.S. Postage Paid  
PAID  
Seattle, WA  
Permit No. 5550

Seattle Substitute Association  
A Department of Seattle Education Association  
5501—4th Avenue South, Suite 101  
Seattle, WA 98108

## COME TO THE SEATTLE SUBSTITUTE ASSOCIATION GENERAL MEETING

THURSDAY, JANUARY 18, 2018

LIGHT BUFFET DINNER AT 4:30—GENERAL MEETING FROM 5—7 PM

ROOM 102—SEATTLE VOCATIONAL INSTITUTE

2120 JACKSON STREET—PARKING BEHIND THE BUILDING—NO PERMIT REQUIRED

A notice & RSVP link will go out in MailChimp and through the Sub Office

Tim Kopp, our SEA Uniserv Representative will be at our meeting.

When you RSVP, there will be a place to ask questions for Tim.

### SUBSTITUTE PARA-EDUCATORS! WE ARE ORGANIZING!

Come to our second meeting on Sunday, January 21, from 3—5 pm

Columbia City Branch of Seattle Public Library

4721 Rainier Ave. S - Seattle, WA 98118

Help us figure out how we can meet locally in the 5 School District Regions!

We'll discuss Professional Development & Training—Bargaining, District Issues!

Make a difference. Get yourself on the SSA MailChimp mailing list!

An announcement and RSVP will go out on MailChimp!

Thanks to Stan, Justin, and Peter—plus Darrin Hoop and Jennifer Hall from SEE for their articles!