

Seattle Substitutes Association Report – February, 2018

rev. 2/3/18

Peter Henry, President

Goals for the year: Our main goals are still **outreach and organizing SPS substitutes**, and preparing for bargaining a new contract. We will also focus on addressing Substitute concerns through labor/management meetings, representation, grievances, and planning PD.

I apologize for failing to write a report for January, 2018.

Meetings and Events:

SSA General Meeting (Jan. 18) - Tim Kopp, the WEA Uniserv director who works with subs, spoke about representation and respect. Bottom line regarding discipline: You must have notice of any problem so you have an opportunity to fix it. Jan Bowersox presented a revised New Hire Orientation packet with an improved model sub plan. I presented my progress on the "Substitute Directory" project and asked for input.

SSA Board Meeting (Feb. 2) - We discussed issues with collaborating with SEA/SPS on professional development, future SSA general meetings, Karin's plans for meetings to organize para subs, a proposed sick leave bank for subs, and a bylaws change to allow expansion to a SSA board of up to 12 members. We also discussed supporting the bus drivers' strike by participating in the walkout after students leave on Wednesday. We want to notify subs that if they are concerned about their job at school, they should check in with the principal to make sure it is OK that they leave with the other staff.

Fail-To-Fill Work Group (Dec. 12, Feb. 1) - The work group is working on a presentation to a gathering of principals to be held on March 6 (?) - how to make it easier to attract and retain subs. I will have a few minutes to address them directly. There will also be a presentation to a group of leadership teams from schools concerned about subs. These presentations focus on what the school can do, not about things like incentive pay the district would do.

Sub Bargaining (Jan. 4, 12) - We have come up with a tentative MOU (needs to be agreed to by the school board and the Rep Assembly) for the administration of sub sick leave. We are still at 1 hour earned per 40 hours worked but I made it clear we will be pushing hard for parity with other district employees (1 day / 20 days worked). By now everyone should be seeing their accrued sick leave on their February pay stubs.

Para Subs meeting (Jan. 21) - Karin Engstrom and Molly O'Neil met with several subs at the Columbia City library. Next meetings are on March 4 at the Broadview library and the Beacon Hill library. Way to go para subs!

Sub Labor/Management (Jan. 23) - We discussed implementation details of sub sick leave. Some processes will take some time to be rolled out. In the meantime it's "Email Monica." We talked about payroll problems. The software is antiquated and it will take a lot of effort (and money) to upgrade. I asked for assurances that 90 day cert subs from 2016-17 would have their pay vetted, because the district made a \$4500 mistake in my pay. I received a spreadsheet from payroll that I haven't had time to review. We discussed professional development and I confirmed that new hire subs are paid for on-line training including adult sexual misconduct, but are no longer getting paid to attend the New Hire Orientation produced by Jan Bowersox. This is a change in working conditions which was apparently imposed without being bargained. Karin and Reiko Dabney want para subs to be able to access "early release Wednesdays" PD. Monica Menchaca has taken over the job of notifying 60-day subs when they are eligible for benefits. There are still scheduling problems in AESOP.

The district has told us it is hard to manage the added notification of jobs "Senior Subs" get, and they are interested in bargaining a change, perhaps in exchange for additional compensation.

Current grievances/actions:

- **1.1 FTE grievance** at Rainier Beach HS. I obtained and reviewed the data and it looks OK. Even though they shorted me 15 days. I sent an email to SPS to say I agreed. Pretty soon perhaps people will be getting paid.
- **Payroll issues.** Project manager has been hired but is so busy working on sub sick leave she hasn't had time to review the entire system to come up with a scope of action. I want to invite her to talk to the subs or at least labor/management. No substantial change from previous months except now we can see our available sick leave on our pay stubs. Electronic timekeeping is in the distant future. Having sufficient info to check one's pay, ditto. If you have a problem interpreting your pay stub please contact me and submit a complaint to the Department of Labor and Industries:

<http://www.lni.wa.gov/WorkplaceRights/ComplainDiscrim/WRComplaint/default.asp>

- **Cert leave replacement contracts.** No reply to my questions. No change from last month.
- **Sick leave for daily subs.** See "Sub Bargaining" above.
- **AESOP times.** At the L/M meeting David noted that some times posted in AESOP are still incorrect.
- **Early Release Wednesdays.** These are not early release days for subs. We are expected to work the hours posted in AESOP which should reflect an entire day. Subs may participate in building PD if appropriate. If not we can work on the on-line "safe schools" trainings, required yearly, or ask the office how you can help.

Sub Directory: I am developing a web application to help subs market themselves. Teachers and paras will be able to search for subs with specific skills, and then reach out to contact them. It is modeled on the "find a sub" page from the Edmonds Education Association: https://edmondsea.org/groups/esta/members/sub_catagories.php

Other issues: Other Association Reps and I are representing subs with discipline and other disputes. If you have a discipline or contract related issue, please contact me at phenry@u.washington.edu

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Schedule for 2017-18:

Sept. 18 - SEA Rep. Assembly	Feb. 5 - SEA board meeting
Sept. 20 - SPS board meeting	Feb. 12 - SEA Rep. Assembly
- "Sub Friendly" awards for 2016-17	Feb. 15 - SSA meeting. Review Sub Friendly applications.
Sept. 28 - SSA meeting, SVI	Feb. 19 - 23 - Midwinter break
Oct. 2 - SEA all-day board meeting	Mar. 5 - SEA board meeting
Oct. 9 - SEA Rep. Assembly	Mar. 12 - SEA Rep. Assembly
Oct. 12 - SSA board meeting, location TBD	Mar. 22 - SSA meeting
Oct. 26 - SSA meeting	Apr. 2 - SEA board meeting
Nov. 6 - SEA board meeting	Apr. 9 - 13 - Spring break
Nov. 13 - SEA Rep. Assembly	Apr. 16 - SEA Rep. Assembly
Nov. 30 - SSA meeting	Apr. 19 - 21 - WEA annual assembly, Spokane
Dec. 4 - SEA board meeting	Apr. 26 - SSA meeting
Dec. 11 - SEA Rep. Assembly	May 7 - SEA board meeting
Dec. 18 - Jan. 1 - Winter break	May 14 - SEA Rep. Assembly
Dec. 28 - SSA board meeting, location TBD	June 4 - SEA board meeting
Jan. 8 - SEA board meeting	June 7 - SSA year end celebration
Jan. 15 - Martin Luther King day	June 11 - SEA Rep. Assembly
Jan. 18 - SSA meeting	
Jan. 22 - SEA Rep. Assembly	

Contact us at seattlesubs@gmail.com or phenry@u.washington.edu