

Seattle Substitutes Association Report – June, 2018

Rev.6/10/18

Peter Henry, President

Goals for the year: Our main goals are **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.

Meetings and Events:

SSA Board Meeting (May 30) - We drafted a letter requesting more substitute representation on the bargaining team, and we were successful - there are now 3 members (Stan Strasner joins Molly O'Neil and me). We also need the voice of an experienced IA! We also discussed getting support for sub-planned and sub-produced professional development, outreach to subs for the picnic, and the bargaining survey results.

SSA Year End Celebration (June 7) - Our annual picnic in Woodland Park - over 60 subs and friends attended, our best turnout ever! Thank you to Kim VanAtta and Monica Menchaca who came to wish us well. Temple Robinson, our UniServ on-leave, was present - in spirit - with pictures of baby Eden. Thanks to Jan Bowersox who provided table decorations and door prizes (living flower baskets, obtained from the annual Nathan Hale plant sale) and Karin Engstrom, David Posner and Pat Robertson who helped plan and showed up early. We presented the bargaining survey results and had a good time! We did not elect more new ARs for 2018-19 nor did we vote on our proposed bylaws change, which expands our board of directors from 8 to 12 members.

Labor/Management Meetings (May 22, June 6) - We are using this time for "interest-based bargaining" to work on discipline issues. Both parties (subs and district) realize the current situation is unsustainable. Too many ill-founded incident reports are written, and almost always a report is filed without first checking with the sub to find out their side of the story.

Sub-Friendly Presentations (May 23) - The Sub Association presented the awards for the Sub Friendly Schools to the School Board: Greenwood, Leschi and Rainier View Elementary Schools, McClure and Hamilton Middle Schools, Orca K-8, and Ballard and Franklin High Schools.

Current grievances/actions:

- **SEA Bargaining** A session focusing on subs will be scheduled before the end of June. You will be invited to attend to share your story of why subs are important!
- **Payroll issues** All accumulated sick leave should be showing up on our pay stubs: daily sub, long-term sub and FTE. They are carried over year to year and may be used interchangeably. However there are no plans to make the rest of the pay warrant readable. If you cannot figure out your pay stub please contact me and also submit a complaint to the Department of Labor and Industries:
<http://www.lni.wa.gov/WorkplaceRights/ComplainDiscrim/WRComplaint/default.asp>
- **Did you know... If you are a cert in a 90+ day position** (i.e. you are earning TRI) and you work through the end of the year, your district-paid insurance benefits are continued for an extra month (till the end of October).
- **Sick leave** - The SEA will be voting to approve the Sick Leave MOU that we negotiated with the District in December and January. If a daily sub wakes up sick, they can access their sick leave w/o having to take a job.
- **Getting blocked for calling in sick.** If you drop a job in AESOP within 12 hours, you must contact the sub office and school, else you might get a letter that blocks you from the school. Way to treat subs with respect!
- **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: This application is still very much a work in progress. 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 pherry@u.washington.edu

Officers:

Peter Henry, President
Stan Strasner - Vice President
Elisabeth Lavaris, Secretary/Treasurer
Pat Robertson - Past President (honorary)
Jan Bowersox - Professional Development Director
Karin Engstrom - Membership / Communications Director
David Posner - District Liaison
Justin Vinson - At-Large SEA Board member

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Association Reps for 2017-18:

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Association Reps for 2018-19 (to date):

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Mary (Molly) O'Neil molly@rockisland.com

Whitney Parker/Kahn
Edith Ruby eruby@seattleschools.org
Francisca Zavala frzavala@seattleschools.org

Schedule for 2017-18:

Sept. 18 - SEA Rep. Assembly
Sept. 20 - SPS board meeting
- "Sub Friendly" awards for 2016-17
Sept. 28 - SSA meeting, SVI
Oct. 2 - SEA all-day board meeting
Oct. 9 - SEA Rep. Assembly
Oct. 12 - SSA board meeting, location TBD
Oct. 26 - SSA meeting
Nov. 6 - SEA board meeting
Nov. 13 - SEA Rep. Assembly
Nov. 30 - SSA meeting
Dec. 4 - SEA board meeting
Dec. 11 - SEA Rep. Assembly
Dec. 18 - Jan. 1 - Winter break
Dec. 28 - SSA board meeting, location TBD
Jan. 8 - SEA board meeting
Jan. 15 - Martin Luther King day
Jan. 18 - SSA meeting
Jan. 22 - SEA Rep. Assembly

Feb. 5 - SEA board meeting
Feb. 12 - SEA Rep. Assembly
Feb. 15 - SSA meeting. Review Sub Friendly applications.
Feb. 19 - 23 - Midwinter break
Mar. 5 - SEA board meeting
Mar. 12 - SEA Rep. Assembly
Mar. 22 - SSA meeting
Apr. 2 - SEA board meeting
Apr. 9 - 13 - Spring break
Apr. 16 - SEA Rep. Assembly
Apr. 19 - 21 - WEA annual assembly, Spokane
Apr. 26 - SSA meeting
May 7 - SEA board meeting
May 14 - SEA Rep. Assembly
June 4 - SEA board meeting
June 7 - SSA year end celebration
June 11 - SEA Rep. Assembly

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