

# Seattle Substitutes Association Report – April, 2018

Rev.4/14/18

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.

## **Meetings and Events:**

**Sub PD Meeting** (Mar. 14) - with Kim Van Atta and Laura VanDerPloeg, at SEA. We discussed plans for a series of paid workshops geared to newly hired cert subs, produced by the district and using materials from the WEA. In the meantime, new hire subs are no longer being paid for the fantastic initial training developed by the subs' own Jan Bowersox. New subs are expected to do this training voluntarily. It's an indication of how successful the training is, that so many subs do it for free.

**SSA General Meeting** (Mar. 22) - We previewed our sub bargaining survey and took notes for revisions. The survey should be released by the time you read this report. **PLEASE COMPLETE THE SURVEY!** We also decided on this year's Sub Friendly schools. We no longer artificially limit the schools to one per category, and we know there are other schools which are sub friendly but which didn't receive a nomination. The following schools won this coveted award: Greenwood, Leschi and Rainier View Elementary Schools, McClure and Hamilton Middle Schools, Orca K-8, and Ballard and Franklin High Schools. Congratulations!

**Principals' Fail to Fill lunch meeting** (Apr. 3) - I found out first hand how heavily Elementary School principals rely on subs, and how much of a problem it is if subs drop jobs. If you drop a job please make sure you let the school know. I advocated for SPS to recruit a corps of fully trained subs to be sent out to schools at a moment's notice. Truly a job for the adventurous.

**Labor/Management** (Apr. 4) - We discussed training for subs (see above). I still don't know why new hire subs aren't being paid for their new hire training. There is still no practical protocol in place for subs to call in sick. It's still "Call Monica". We still don't know when we will find out adequate info on our pay stubs. No discussion on sub discipline. We presented evidence that emergency subs may be placed in positions they shouldn't, and may be taking opportunities from fully trained subs.

## **Current grievances/actions:**

- **1.1 FTE grievance** at Rainier Beach HS solved. If you worked at RBHS during 2014-15 or 15-16 you will have received a mystery bonus called "Settlement Retrmnt Report " in your April pay.
- **Payroll issues.** All accumulated sick time shows up on our pay stubs. The three different types are carried over year to year and may be used interchangeably. However there are no plans to make the rest of the pay warrant possible to read. 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>
- **Laptop rollout.** Teacher stations are being removed. Long term cert subs are supposed to get a laptop. Everyone else is expected to make do. It is no longer possible to change users on the presentation station computers. Meeting on May 1 with the director of information services. Please let me know how you are coping.
- **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 for daily subs.** We thought we agreed that subs don't need to sign up for a job in order to take a sick day. SPS is researching this. In the meantime, "Call Monica".
- **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](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](mailto:phenry@u.washington.edu)

**Officers:**

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**Association Reps for 2017-18:**

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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](mailto:seattlesubs@gmail.com) or [phenry@u.washington.edu](mailto:phenry@u.washington.edu)