

# Seattle Substitutes Association Report – May, 2018

Rev.5/7/18

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:**

**WEA Rep. Assembly** (Apr. 19 - 21) - Several subs attended and were quite active proposing new items.

Unfortunately Karin Engstrom's proposal to promote para sub professional development failed, but other sub-sponsored motions passed, such as supporting students who are suing to stop global warming.

**SSA General Meeting** (Apr. 26) - Kim VanAtta presented to the group on how to access the sub Schoology page. We elected Elisabeth Lavaris as Secretary/Treasurer and Justin Vinson as SSA At Large representative to SEA board, for 2 year terms (2018-19, 2019-20). We elected the following representatives for 2018-19: Joyce McDonald, Molly O'Neil, Edith Ruby, Darren Hoop, Whitney Parker/Kahn, Matthew Maley, and Francisca Zavala. Karin Engstrom proposed an amendment to the SSA bylaws to allow an expansion of our board from 8 members to 12. We will vote on this at our June meeting.

**Meeting with IT** (May 1) - Michael Melonson, John Donaghy and I met with John Krull, head of DoTS (Department of Tech. Services) to talk about the laptop rollout. Subs no longer have access to a teacher station, but it seems that subs are dealing with this by using the presentation station.

**Labor/Management Meeting** (May 10) - Very abbreviated. We are trying to start an "interest based" bargaining process to address how incident reports are written, and to give subs more of a chance to present their story. The next L/M meeting is on May 22.

## **Current grievances/actions:**

- **Sub Bargaining Survey!** If you haven't taken this, WHY NOT! Go here: <https://tinyurl.com/bargainsurvey>
- **Payroll issues.** There was a glitch in May but all accumulated sick time should be showing 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 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 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:**

Peter Henry, President  
Stan Strasner - Vice President  
Elisabeth Lavaris, Secretary/Treasurer  
Pat Robertson - Past President  
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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Linda Zbigley lizbigley@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](mailto:seattlesubs@gmail.com) or [phenry@u.washington.edu](mailto:phenry@u.washington.edu)