



**Justice, not  
incarceration  
for kids – page 3**



**Youth Demand:  
Save the Planet  
– page 4**



**Stop the Cuts  
– Fund our  
Schools – page 5**

**OCT / NOV 2018**

# SUB VOICE

## New Contract Provisions: Enforce What We Won!

We have to face it: We did not win the healthcare for subs demand. However, Seattle subs and other educators in the Seattle Education Association can be proud.

- **We built a strong campaign** that fought for exactly what we need. All educators, the public and the district heard us.
- **We made some modest progress – and we can build on that!**

What did we win? The Seattle Times rightfully referred to an “enhancement” of substitute health benefits. On healthcare, changes include:

- ✓ A Long Term position is now defined as **lasting 45 days** in a single position or building
- ✓ Paras who work in a 1:1 in multiple sites can meet the 45 day requirement for health benefits
- ✓ Health benefits can **begin at the beginning** of the 45 days

For professional development, subs won:

- 1) **Summer paid professional development day** for substitutes and
- 2) **Half day paid orientation training** for new substitutes and a one-hour training will be jointly developed by SEA and SPS.

Over the last year, professional development for substitutes has been a battle with the district. Substitutes mysteriously stopped getting paid for a one hour new hire orientation. Now the district has agreed to a new plan for substitutes NHO, but do we need the one hour new hire orientation? We think so.

**Email [SeattleSubs@gmail.com](mailto:SeattleSubs@gmail.com) to answer the question: Should we keep the bi-weekly One Hour NHO? Was it valuable to you as a sub?**

Daily substitutes who work 90 days or more in a school year will be credited with sick leave accrual at the rate of 1 day per 20 for 2018-19, useable in 2019-20.

### *Dear Educators,*

Bad news: The cuts are coming. Not just next year. As you can read on page 5 in this issue of the Sub Voice: Educators are pushed around from one school to another, some of the most vulnerable students are already affected – and it’s clear that next year’s decrease in funding puts a huge question mark over Seattle’s schools. What do we do about that? We can learn a lot from our efforts to get a new and better contract over the last months.

First, I’m proud how we, the subs, were able to at least make our case for healthcare heard. We did not succeed. We got some improvements. But we can build on that. Campaigning is worth it. And all depends on you to raise your voice. Come to our meetings (see page 6)!

Second, after we pushed and organized a rally in front of the John Stanford Center, there was a real effect in the bargaining room. Suddenly there was more money! If we mobilize, we can win.

Third, good news: State Superintendent Chris Reykdal has recently put a capital gains tax on his wish list for the 2019-21 state budget. This could raise \$2 billion! But we know wishes won’t be sufficient. Even if a “blue wave” of Democrats floods the state legislature this November, past years have shown that Democratic party successes don’t translate to fully funding our schools. We’ll still need to take bold action. That’s what we need to start working on, right here and now:

**Let’s stand united and fight for the full funding for all of our schools – no cuts!**

*In Solidarity,  
Stan Strasner, Seattle Substitute  
Association Vice President*





## We 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**

## Association Representatives 2017-18 School Year:

- **Darrin Hoop**
- **Karen Jackson**
- **Whitney Kahn**
- **Matt Maley**
- **Joyce McDonald**
- **Molly (Mary) O'Neil**
- **Rickie Malone**
- **Ida Ott**
- **Edith Ruby**
- **Francisca Zavala**

## Communications Committee:

- **Karin Engstrom**
- **Robert McKay**
- **Molly O'Neil**
- **Stan Strasner**

Contact us:  
**seattlesubs@gmail.com**



# How Not to Get Written Up

By *Peter Henry, President of Seattle Substitutes Association*

It's tough being a sub. We go to a school we've never been to before, we meet kids who don't know us, and we know as professionals we will do the best we can to help students learn. But if something goes wrong, often the first thing that happens is the sub gets blamed and "written up" with an incident report. **We are in the process of negotiating a fairer process where subs are treated as human beings** and where we have more recourse than a meeting with HR personnel downtown. But we live and work within the current system. As President of the Sub Association, I advocate for members. Here are some pointers which might save you a world of hurt. I have seen subs get in trouble for all of these.

**(1) Never make friendly jokes about students' names.**

**(2) Never ever make comparisons between students and animals.** You mean a compliment, but the student may take it as demeaning.

**(3) Do not make comments about students' race, ethnicity, religion, gender or physical appearance.** Keep positive comments neutral (e.g., "I like the colors in your shirt").

**(4) Do not use language that may have negative connotations about particular groups of students.** Students are sensitized towards language which might call them out as members of a group.

**(5) Make every effort to get to your assignment on time.** If you are going to be late, contact the school right away and let them know when to expect you.

**(6) Notify the school if you need to drop an assignment.** We are allowed to drop assignments up to twelve hours before the start of the job without penalty. But if the school is expecting you and you can't be there, let them know. AE-SOP does not directly notify schools.

**(7) Avoid discussing your personal views on controversial subjects.** If you are moderating a discussion, your role is to elicit students' ideas. But it is not to

have an argument with them.

**(8) Put your cellphone away.**

**(9) If you have to go to the bathroom as an emergency, call the office and have them send someone.** You cannot leave students unattended.

**(10) As a teacher, your job is to teach the lesson plan the teacher has left you.** Don't do your own thing unless you have checked ahead of time with the teacher. Of course if the lesson plan doesn't work then you need to be on your toes and modify it as appropriate.

**(11) Reach out to an administrator while you are at school.** If there is a problem in future assignments at that school, the administrator has already made a person-to-person connection with you and they are more likely to treat you as a human being. If there was a problem, be sure to contact them that day. Describe the situation professionally, be reflective and let them know what worked well as well as what problems occurred.

**(12) Be very cautious about any physical interactions with students** - side hugs, taps on the shoulders, high-fives etc. - always, but especially if you are new to the students. If there is an altercation, call for assistance and do your best to defuse the situation by protecting the students who are not involved and separating them from the combatants. The only reason to get "physical" with students is to protect them or others from harm.

**(13) Every year there are incidents involving misinterpretations of events, and student and parent complaints about events that may not have occurred as reported.** If this happens to you, write down as clear an account as you can, including times and (especially important) names and/or descriptions of witnesses, and get Union assistance.

**(14) Always email a report to the person you are subbing for.**

There are no guarantees. But by following some common-sense guidelines you will minimize your risk of getting in trouble, and maximize the chance of having a good day and maintaining a good relationship with the school.



# "They're taking this money out of your students' pockets"

## Interview with Xing Hey, Organizer with the No New Youth Jail Coalition

By Whitney Kahn, Paraeducator Sub and SEA rep

### How did you get involved in organizing to stop the New Youth Jail?

I got involved when I was still inside. I'm a formerly incarcerated person. I went in when I was 15 years old. I was sentenced to 74 years in prison and I recently got out 7 months ago. When I was inside and did the organizing inside, I became aware of how this system disproportionately impacts people of color. With that awareness and a second chance that I received, I thought that it was my purpose to fight for the liberation of others.

### What do you say to people that say "You can't stop it. This jail is already being built"?

This fight has been going on for the last 6 or 7 years, and I think what public officials have been trying to do is try to talk it down. Like it's an issue that doesn't matter any longer, like the jail's already built. But I think that as long as there's buildings that will continue to traumatize children instead of buildings that will try to heal children like schools and public educational facilities, we have to continue to fight.

### However, the new jail would have better facilities, right?

We have to continue to resist and tell Dow

Constantine and his officials, "Use our money to do something better for our kids. You can't say you care about our kids, you can't say 'Zero Youth Detention' and you care about the future and education of our kids when you're spending more money than ever on a jail facility."

### So what do you think should be done instead of a youth jail?

I think my vision is where we can create spaces that youth can enter, where they feel like they have agency in this society. I think we need to deal with the trauma that a lot of kids from these communities deal with, create better educational facilities, allocate resources to educators, and be able to say that our youth matters, and we don't care about gentrifying Seattle for rich white people.

### What should educators do?

Educators should get involved. If they care about kids and they care about the youth that they're overseeing, and the future of their youth and they're not just "providing a curriculum", then I think educators should get involved by helping those children understand why this issue is important to them and to themselves as educators.

They're taking this money out of children's pockets, out of your students' pockets, out of resources that can go to your students, into your classroom, to your books, into your materials, and putting it into a jail. Period.

**PASSED**

by SEA Rep Assembly

Whereas we recognize that most

young people are incarcerated for issues relating to poverty and investing \$230 million in a new youth prison will do nothing to address the root causes of crime and will in fact exacerbate the issues;

Whereas Seattle educators acknowledge and actively oppose the school-to-prison pipeline;

Whereas restorative justice models are already used for affluent students and are shown to be much more effective than incarceration for all those involved; [...]

Whereas jail and prison building projects are usually justified by their proponents as being good for the prisoners while the truth is that going to jail is harmful and damaging regardless of what the facility looks like or how it is designed;

Whereas SEA is committed to racial equity and the disparity between non-white and white youth incarceration has increased by 21 percent in WA since 2001 and black youth are now 6 times more likely to become incarcerated than their white counterparts;

Therefore be it resolved, that the Seattle Education Association join over 100 other organizations in endorsing the People's Moratorium campaign against the new youth jail being built in Seattle, and donate \$2,000 to the No New Youth Jail Coalition. SEA calls on the MLK Labor Council and all affiliated unions to join in public opposition to the new youth jail.

Be it further resolved, SEA leadership will hold a press conference and publish an open letter to formally calling on King County to halt construction of the New Youth Jail, and move towards their stated goal of zero youth detention by using the funds and land secured for this project for effective prevention and restorative justice such as youth jobs programs, community spaces, education, affordable housing, and fully funding after-school activities. This would create many union jobs without harming our students and their families.



## Vote for Maralyn Chase

If you live in the 32nd Legislative District of Washington (part of North Seattle, Shoreline, parts of Edmonds and Lynnwood), you have the opportunity to vote for a true champion of public education, Maralyn Chase, for State Senate.

The Board of the Seattle Substitutes Association has voted to endorse Chase, who is running for reelection. She is a strong and consistent supporter of public education and opposes charters, and she has the endorsement of the WEA in the general election.

She believes that the legislature has failed to properly fund schools and we need a more just and less regressive tax system to do this. She knows the legislature backed Seattle into a corner by removing our ability to tax ourselves to pay for services the state should be providing - but isn't. In addition, she is a reliable ally of organized labor and has received the endorsement of the Washington State Labor Council and many locals and councils.

She is familiar with the struggle substitutes are waging to obtain health care. She regularly sponsors or cosponsors legislation to promote universal health care and was one of a very small number of legislators who backed Initiative 1600 to get universal health care on the ballot.

She helped organize opposition to the attempt to close Fircrest School, which is one of only two residential facilities in the state for profoundly disabled people. We won this uphill fight, and Sen. Chase was instrumental in organizing "people power". She is also a strong supporter of the environment (endorsed by the Sierra Club) and of women's rights to control their bodies (endorsed by Planned Parenthood Votes). She isn't afraid to make powerful enemies, such as developers who believe in the values of money over people. Please vote for Maralyn Chase for State Senate.

# Climate Justice



## Youth Sue for a Science Based Climate Recovery Plan

By Karin Engestrom, Paraeducator Sub and SEA rep

On October 29th, 21 young people who are suing the federal government, Juliana v United States, for a science based National Climate Recovery Plan will have their day in US District Court of Oregon, Eugene. The lawsuit was originally filed in 2015, but the US Government filed many challenges to the youth's standing as under age adults. The youth plaintiffs represent young people from Colorado, Oregon, New York, Florida, Hawaii, Arizona, Louisiana, Alaska, Washington, Pennsylvania. The Washington youth, Aji, was a student of Jennifer Hall at West Seattle.

The case is being funded through Our Children's Trust. Julia Olson is the Executive Director and lead Counsel. From their press release of October 5, 2018, Juliana Kelsey, now 22 states:

*"For three years we have faced frivolous tactics by the defendants as they attempt to skirt around standard judicial practices. At this point, it's just harassment. My lawyers now have to do more work, but it only makes me feel more righteous in this case. To know that this administration is so fiercely trying to avoid this trial after deposing us and our experts indicates that they know it will unveil their role in driving the climate crisis and causing the harms to my co-plaintiffs and me. Our system of justice will ultimately*

*prevail as it was intended by our founding fathers. We will not let this administration act like it's above the law."*

The Trust filed cases for Climate Recovery Plans in all 50 states. In August 2018, King County Superior Court Judge, Michael Scott, granted the State of Washington's motion to dismiss Aji P. v. State of Washington, the constitutional climate lawsuit brought by 13 youth. The case was filed because "the state of Washington violated their constitutional rights by perpetuating an energy and transportation system that is dependent upon fossil fuels."

The case follows up on historic victories secured by young people in the case of Foster v. Ecology, which ultimately led to the adoption of Washington's Clean Air Rule. In spite of the Foster court's 2015 recognition that "the scientific evidence is clear that the current rates of reduction mandated by Washington law cannot achieve GHG [= greenhouse gas] reductions necessary to protect our environment and to ensure the survival of an environment in which [Youth] can grow to adulthood safely," the State of Washington continues to pursue policies that cause dangerous levels of GHG emissions and harm the rights of young people.

***There will be rallies to support these young people throughout the nation, including Seattle, on Monday, October 29th.***





## Subs 101



### Dropping Substitute Assignments

See the MOU, of April 2017,  
[www.facebook.com/groups/SeattleSubs](http://www.facebook.com/groups/SeattleSubs)

1. If a job is cancelled by the school or staff member **less than 12 hours before** the scheduled start of the job, the substitute will be offered another job, either by the school or by the Sub Office, or has the option of four hours pay without working.
2. A substitute may cancel or drop a job **up to 12 hours before** the start of the job and may accept another job in Aesop for that day.
3. A substitute who cancels, or fails to show up for, a job for any reason, may not take another job for that day until cleared by the Sub Office. If the emergency that prevented the substitute from filling the job has been resolved, the Sub Office can be contacted for another job, if one is available.
4. If a substitute has to cancel a job, the school should be informed by email (for your record) and phone.

### Safe Schools Online Training

HR sent an email, on 9/19, to all district staff who have interactions with students, regarding mandatory SafeSchools training. While the instructions discuss ways in which contracted staff can complete this online training, there was no directions for substitutes.

We are in discussion mode with the district about this. This training must be completed by June 30, 2019, so we have some time. However, these are important topics so there is good reason to try to complete them sooner.

There does not appear to be any provision for us to be paid to complete this.

We'll try to hash it out soon; check  
[www.facebook.com/groups/SeattleSubs](http://www.facebook.com/groups/SeattleSubs)

### Adult Sexual Misconduct Prevention online training

One time requirement, see: <http://www.seattleschools.org/cms/one.aspx?pageId=9291816>

# Stop the Cuts!

By Matt Maley, *Certificated Sub and SEA rep*

On September 20, teachers and students found out that they would be losing two general education positions within the week at The NOVA Project High School, an alternative school with a disproportionate number of LGBTQ+ and neurodiverse students – a cut that would amount to 15 percent of the general education teachers at NOVA.

That day and the next, students reached out to school board members and city council offices. By Monday, the office of Kshama Sawant had helped students organize a press conference. The students then walked out in protest of these cuts, all told, impacting nearly 30 schools across the district. Though displaced teachers are promised jobs elsewhere throughout the district, this was small consolation to students being dropped from classes like 'Introduction to Ethnic Studies' and the only section of 'Precalculus' being offered, a class some students need to graduate. Hundreds of student's schedules across the district were impacted, from losing classes to gaining long term subs and even, in one case at NOVA, having an assistant principal cover an Algebra I class for the rest of the semester!

Outraged students, teachers and parents attended Superintendent Juneau's 'Listen and Learn' town halls, making the case that at best these cuts were poorly timed and at worst they were grossly insensitive to the needs of some of Seattle's most vulnerable young people.

At the time, Interagency Academy and Seattle World School were expected to lose a total of three positions, as well, schools that serve disproportionately youth of color and recent immigrants, respectively. Youth, rightfully angry at the injustice, were met with a response that we must move into "leaner times" and make "hard decisions", phrases loaded with the

drive towards austerity, underfunding and eventually privatizing education.

On Tuesday, September 25, after walking out and marching on City hall, students were able to secure 5 minutes with Mayor Durkan, who promised to be an ally in this fight, if students would pose for a photo.

Protests continued through Friday, as students and teachers at Garfield HS, not two blocks from NOVA, held a sit in after they heard the previous night that there were to be two cuts to their PE and health programs. In response, the HR department sent a threatening letter to staff at Garfield that they were breaking the no-strike clause in the recently signed contract and were expected to return to work.

In a year where educators in districts all across WA saw record raises and Seattle hired dozens of new educators, many of whom are now being displaced, enrollment numbers being 724 students lower than expected seems an insufficient explanation. In the broader context of a state and city unwilling to tax the wealthiest corporations, in a state home to the richest man in the world, this is a warning shot across the bow of educator unions and the public sector labor movement. If the district won't make the hard choices to trim the six figure salaries of it's muckety-mucks in order to save our teachers, it will be a mass movement of students, educators and the community fighting for it at school board meetings and the Superintendent's town hall events for the rest of the year. These attacks, in the one year where funding wasn't supposed to be an issue, are the opening salvo for next year when we have been told further cuts are coming.

Now is the time to start organizing for the next contract, not just for healthcare for all daily subs but also for permanent funding solutions at the state and city level to protect students and educators from disruptive cuts like this just weeks into the school year.

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

## SUBSTITUTES SERVE SEATTLE SCHOOLS STAFF & STUDENTS

[WWW.FACEBOOK.COM/GROUPS/SEATTLESUBS](http://WWW.FACEBOOK.COM/GROUPS/SEATTLESUBS)

[SEATTLESUBS@GMAIL.COM](mailto:SEATTLESUBS@GMAIL.COM)



# SUB<sup>o</sup>VOICE

**You are invited to our next meetings of the Substitutes Association – and we need you:**

### 1) We Need You to Win

We pushed hard for healthcare for subs and got some concessions. However, we are not satisfied with the result – yet. We need to stand together. Healthcare is a human right – and we are humans, too. For more, *see page 1*.

### 2) More Cuts are Coming

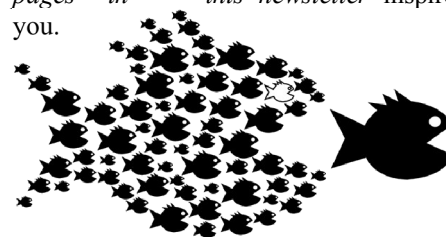
It's clear that next year's decline in funding for our schools in Seattle will lead to further pressures on students, parents and educators. Let's make it clear: We need tax re-

form to fund the needs of our children and all citizens. Replace reliance on sales and property tax with a graduated personal income tax, capital gains tax for high-end transactions, and reasonable taxes on corporate profits. Together we can fight for a just solution – and to stop all cuts. See comment on page 1 and the report *on page 5*.

### 3) You are the Union

What is your union for you? We believe, a union is the self-organization of working people. It's not a service organiza-

tion for bargaining and no insurance against bad days. It's our collective voice and strong arm. This only works, if members are more than represented. Members need to own, run and be the union. In this sense, we hope that *all pages in this newsletter* inspire you.



**Wed, October 24, 4.30pm to 7pm @ Seattle Vocational Institute**

**Wed, November 28, 4.30pm to 7pm, Location TBD or contact us: [seattlesubs@gmail.com](mailto:seattlesubs@gmail.com)**