

Seattle Substitutes Association Report – November, 2018

Rev.11/20/18

Peter Henry, President

Goals for the year: Our main goals are **outreach and organizing SPS substitutes**. We are also preparing to bargain a new contract, focused on health care for subs! We will also focus on addressing Substitute concerns through labor/management meetings, representation, grievances, and planning PD. Wait! This all sounds so last year!

Check out our new and improved Sub Voice, under the leadership of VP Stan Strasner. Please contact him at stan.strasner@gmail.com if you have an idea for an article.

We can use some help arranging food for general meetings. Please contact Peter at phenry@u.washington.edu if you can help out.

Meetings and Events:

New Hire training pilot (Oct. 14) - SPS is developing a new 3-hour training for newly hired cert. subs. It has some necessary information on addressing implicit biases and includes some slides on building relationships, but it is missing nuts and bolts of how to get started in the classroom. The district grudgingly allows the SSA to continue to present the one hour training jointly developed by SSA and SPS, but it refuses to pay subs to attend. They are in violation of language in the new contract regarding a one hour PD for newly hired subs supposed to start in October. Time for a grievance!

SSA General Meeting (Oct. 24) - We discussed issues in the November election and Sub-Friendly nominations, which will be done on line this year as a Google poll: www.tinyURL.com/subfriendly
Sub Association will prepare a survey to determine how subs perceive safety issues at schools. We reported on the Oct. 3 Labor/Management meeting. The board was tasked with determining locations for upcoming meetings.

SSA Board Meeting (Oct. 29) - We reviewed projected expenses for the coming year. We need to reserve about \$2500 for lunch and tee shirts for the August PD day, which is in the contract. We also discussed increasing the SSA board - perhaps a meeting coordinator (plan for food etc. for meetings) and a membership outreach coordinator. David secured SVI for our November meeting. Peter checked on the availability of a church. We discussed the open sore that is our relationship with the district concerning PD for new hire subs, and plans for programs for upcoming SSA meetings.

SEA Budget Committee Meeting (Nov. 1) - We reviewed the proposed SEA budget for the 2018-19 school year. Sub Association budget is unchanged at \$8678. Eighteen days of release time are available for SSA president.

Labor/Management Meeting (Nov. 14) - This meeting concerned the discipline process, which is unwieldy and disrespectful of subs. Several positive changes are in the works, including an automatic sunset of incident reports after some time, treating low-level incident reports as an opportunity for counseling (remediation) rather than discipline, and a higher standard for investigations when subs are written up.

Current events and reminders:

- **If you drop an assignment...** Schools are not notified automatically when you cancel a job on AESOP. Please inform the school directly. This is especially true if you cancel a job within 12 hours of the start of the job.
- **Good practice** is to contact the teacher/para you will be replacing ahead of time. That is what email is for!
- **Wednesdays** are full work days. 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.
- **Payroll** - There have been complaints that the district may be unilaterally modifying signed timesheets, especially for classified subs. This is against the law. Even if the district thinks the hours aren't reported correctly, they need to consult the sub and document an agreement before modifying your pay. If you think this happened to you please contact me.

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

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 2018-19 (to date):

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Antonija Ventenbergs	arventenbergs@seattleschools.org
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Schedule for 2017-18 (locations/dates are provisional)

Sept. 26 - SSA general meeting, SVI
Oct. 8 - SEA Rep. Assembly
Oct. 24 - SSA general meeting, SVI
Oct. 29 - SSA board meeting
Nov. 20 - SEA Rep. Assembly
Nov. 28 - SSA general meeting, SVI
Dec. 10 - SEA Rep. Assembly
Jan. 14 - SEA Rep. Assembly
Jan. 23 - SSA general meeting, location TBA
Feb. 11 - SEA Rep. Assembly
Feb. 27 - SSA general meeting, location TBA
Mar. 11 - SEA Rep. Assembly
Mar. 27 - SSA general meeting, location TBA
Apr. 8 - SEA Rep. Assembly
Apr. 24 - SSA general meeting, location TBA
May 13 - SEA Rep. Assembly
June 10 - SEA Rep. Assembly
June 12 (?) - Year-end celebration/picnic

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