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**DEC 2018 / JAN 2019**

# SUB VOICE

## Supporting LGBTQ Students

*By Lisa Love, SPS Health Education*

We all want students to feel safe, welcome and supported in our classrooms. Sometimes this proves to be difficult even when we are well intentioned. More and more, we are working with students whose names and genders are not what is reflected on a student roster. Occasionally, staff, including substitutes, inadvertently use the wrong names or pronouns when talking with students. In addition, mistakes may be made while taking attendance, or when sending kids to use the restroom.

Seattle Public Schools has a long history of supporting LGBT students, staff, and families through policies and practice. Here are some key points you should be aware of when working with kids who may not conform with gender norms in a variety of ways.

**1. Familiarize yourself with terms.** You certainly don't have to be an expert, but a brief review of terminology will help you

respectfully refer to folks and will allow you to communicate accurately. Sexual orientation is about who someone likes or is attracted to. Gender Identity is about who someone is in their heart and mind in terms of their gender (not just about body parts). Gender Expression is about how someone's gender is shown or perceived, such as what they wear. One of my favorite go-to websites is: [bit.ly/2xqcJRR](http://bit.ly/2xqcJRR)

**2. Know that you have students (and families) in all your classes/schools who identify as LGBT.**

You cannot assume that because someone looks a certain way that that is how they identify.

**3. Gender is typically set at about age 3 or 4.** We often see children consistently, persistently, and insistently asserting their gender identities in elementary school.

**4. Research shows that parental sup-**

» *continued on page 2*

### Dear Educators,



The “Yellow Vest” uprising signifies a new wave of bold struggle in France. The French government of president Macron has given in - rescinding his regressive fuel tax and increasing the minimum wage.

In the U.S., the color of successful protest is #Red4Ed. And when working class people fight back, then we can win! All over the country, educators are fighting for lower class sizes, higher wages, and protections for immigrant students.

In Chicago, the first ever strike at a charter school recently ended with big wins for educators: a reduction of class sizes from 32 to 30, wage increases, “sanctuary schools” to protect students from ICE.

Back in November, Paraeducators went on strike in Port Angeles and won a 15% pay increase over three years.

For us in Seattle, the ink of our new contract is still drying, but the next negotiations begin in just a few months. And given the huge loss of money the SPS is facing, we better get prepared, get our red t-shirts out and add some yellow vests: We need to force the legislators in Olympia to fund education in the way it is needed for our students, their families and for a decent living of educators – including health care for Subs. Without huge pressure, we will face a real challenge. However, I'm confident, we can built for that!

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



## SEA Stands with Trans Students and Educators



Back in October, the Trump administration announced their intention to redefine gender as “male or female based on immutable biological traits identifiable by or before birth.” This attack on trans rights is yet another in a long line since Trump took office. Last year, he reversed guidelines that allowed trans students to use bathrooms that matched their identity. Recently, he pushed the Supreme Court to fast track a ban on trans soldiers in the military.

In response, the Assembly of Representatives of SEA passed a motion that was brought forward by the Social Equity Educators (a progressive caucus within SEA) and was unanimously recommended by the SEA Board of Directors:

“Therefore, be it resolved, that the SEA publish a list of resources for trans and gender non-conforming students, such as free name change and legal support clinics for transitioning students; and

Be it further resolved, that the SEA do community outreach to local LGBTQIA non-profit organizations, such as the Gender Justice League and PFLAG Seattle, to create professional development around the issues trans and gender non-conforming students face in schools; and

Be it further resolved, that the SEA call on the WEA to lobby in support of ensuring full civil rights protections for LGBTQIA individuals; and

Be it further resolved, that the SEA encourage WEA to provide resources and professional developments to support SEA in providing adequate training to its educators.”

Unions are still the best tool working people have to fight back against right wing attacks. The old motto - an injury to one is an injury to all - rings ever more true in this moment. We need to defend the rights of all working and marginalized people. If we stand together, a better world is possible.

## 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 2018-19 School Year: **Darrin Hoop**, **Karen Jackson**, **Whitney Kahn**, **Matt Maley**, **Joyce McDonald**, **Molly (Mary) O'Neil**, **Rickie Malone**, **Ida Ott**, **Edith Ruby**, **Francisca Zavala**

Sub Voice Editor: **Stan Strasner**

Contact us: [seattlesubs@gmail.com](mailto:seattlesubs@gmail.com)

**port and support from significant adults is a predictive factor in overall outcomes for transgender youth.** (LGBT) students are at tremendous risk of being bullied and harassed, and report more anxiety, depression, suicide, and drug and alcohol use than their counterparts.

**5. Seattle Schools has policies and procedures that protect the rights of many groups of people, including our LGBT students.** This includes procedure 3210 SPC which outlines the rights of transgender students to use the bathroom with which they identify, among many other things.

**6. Best practice includes using names and pronouns students want.** This aligns with district procedure and supports research findings related to positive mental health outcomes when chosen names/pronouns are used.

**7. Our district supports ALL students. This includes our LGBT students.** Our primary charge is to create safe and welcoming school environments so the whole child can develop fully.

**8. We cannot debate or deny the existence of a group of people.** Invisibility

contributes to poor outcomes and a lack of connectedness and engagement in our schools.

9. Some key messages can be shared across all grade levels. These messages include:

- Some people feel in their heart and mind like a boy, girl, neither, or somewhere in between.
  - You can be an ally to those who may be targeted for being different.
  - We often hold stereotypes and prejudice about many different groups and this can be harmful.
  - There aren't any “girl” colors/toys/games...or “boy” colors/toys/games, etc. People can simply like what they like.
  - It is wrong to call people names or put them down...for any reason, including who they like, how they look, or who they are.
  - Families come in all shapes and sizes.
10. Seek out resources when needed. Feel free to contact the Health Education Office at 252-0982 or [llove@seattleschools.org](mailto:llove@seattleschools.org) or [brham@seattleschools.org](mailto:brham@seattleschools.org)



**Labor Notes**  
reports:  
Chicago teachers launched the first charter school strike in U.S. history - read the full report: [bit.ly/2G9xLx5](http://bit.ly/2G9xLx5)

# For a Capital Gains Tax

## Taxing Homeowners Forever Isn't Enough to Fund Schools

By Whitney Kahn, Paraeducator Sub and SEA rep

In an age of record-breaking inequality & Trump's tax cuts for the wealthy, Washington has a choice to make: continue taxing homeowners at unsustainable rates or tax the millionaires & billionaires to fully fund schools. Equitable taxation begins with the Washington State legislature passing a capital gains tax which the State Superintendent and the Governor have both now endorsed. Educators can help make that happen.

### Didn't WA legislature already fully fund schools?

No. The legislature gave a funding boost to schools, but capped local property tax levies. Those caps should be lifted, but at the same time we need to tax the wealth in this state so we can fund our important mandates statewide, like smaller class sizes, paid parental leave, and state-funded healthcare (the most likely way that daily substitutes could finally get healthcare!). On top of that, districts like Seattle are already talking about upcoming layoffs.

### More taxes? I'm overtaxed already!

Yes you are, but Washington has the most regressive tax structure in the country. That means that while you pay huge taxes, multi-millionaires and billionaires are hugely undertaxed. Unless we tax the super-wealthy, your sales taxes and property taxes (directly if you own a home or indirectly if you rent) will con-

tinue to go up. That means students, families, communities and teachers will continue to bear the burden and vulnerable communities will be displaced.

In our state, families making \$25,000/year pay 17% of their income in state taxes, while those making over \$545,000/year pay a measly 3% of their income in state taxes (ITEP "Who Pays 2018"). This is because our tax system dominated by sales taxes and homeowner property taxes hits lower income earners harder. KUOW reported that if Washington State had Idaho's tax structure (which has both a capital gains tax and a progressive income tax), we would double our state revenue. Meanwhile, the effective tax rate in Idaho for the working poor is only 9% (ITEP "Who Pays 2018").

### What is a capital gains tax?

A capital gains tax, as it's proposed, is a tax on money made from selling stocks, bonds, and investment real estate (not your home), exempting the first \$25,000/year. This would affect about the wealthiest 1.5% of Washingtonians (Budget and Policy Center, "Capital Gains Tax Q&A").

### But won't the Republicans stop the Democrats from passing progressive taxes?

Democrats are the majority of both houses of state legislature, and our governor Jay Inslee is also a Democrat. Gov. Inslee is now supporting the tax as part of his budget proposal (Seattle Times 12/13/18). Un-

## Health Care update!

While subs did not win "the big one" - health care for all subs - we did achieve some improvements in health coverage in long-term positions.

- Subs (certs and classified) are now eligible for health benefits after 45 days in the same position (it had been 60 days).
- ➔ Health coverage will start the first of the next month if the 45th day is before the 15th of the month. Else it will start the first of the following month.
- ➔ Health coverage will continue for 3 months after the end of the job
- ➔ You are not automatically enrolled in the health plan - you need to look for a benefits letter from Sprague Israel Giles, the District's insurance broker. The sooner you fill out the form and turn it in, the sooner your benefits will start.

■ If you are in the same building, or if you are in a one-to-one IA position following a student from school to school, you are still eligible for benefits after 45 continuous days in the position

■ If the district expects you are starting a position which will last 45 days or more, you will be "staffed" in the position.

■ Benefits will start from the beginning of the job.

■ In this case there will probably not have benefits for 3 months after the end of the job.

### The take-away is this:

■ Be aware of how many days you have worked in your position/school.

■ You can take earned sick days without affecting the continuous day count.

■ Do not take any other days off, if you expect to earn benefits.

**If you have a story about why health coverage is important to you / your family, please share that with us! We are going to be lobbying in Olympia for health care. And stories are important!**



Paraeducators in Port Angeles, Washington, went on strike in November.

## Youth demanding a safe climate for their future

By Karin Engstrom, Paraeducator Sub and SEA rep

Since the initial federal lawsuit was filed by 21 young people in 2015, to ensure a stabilized climate for their future on the planet, the Federal government has repeatedly challenged their standing in a court of law as well as their demand for a Climate Recovery Plan. After a Supreme Court Ruling this summer, they were scheduled to go to trial in Eugene, Oregon's Federal Court on October 29th, but again, the government filed more requests for a stay to stop the trial on that date.

As we met on Seattle's Federal Court steps on October 29th to demonstrate our support, it was uncertain if these young people would ever be heard. The Trump administration filed a stay in both the US District Court in Oregon and the Ninth Circuit Court of Appeals for the fourth time. Even with the new conservative member on the Supreme Court, on 11-2-2018, the Court denied the Trump administration's application for a stay. On November 21, US District Judge Ann Aiken stated that Juliana v. United States "would be better situated for appeal after trial, not before".

Miko Vergun, 17-year-old plaintiff from Beaverton, Oregon, said:

"It is upsetting to watch the people in charge completely disregard my future by allowing further delays to our trial. We all fight for things that affect our lives and that we believe in, but this is a fight to survive and we have no time to lose to more delays. Climate change affects where I was born in the Marshall Islands and where I now live in Oregon. It's like wherever I go, I can't escape it. I feel like the people leading this country are failing young people like me."

**To listen to a "behind the scenes podcast" go to #youthvgov**

For further information, including videos, go to [www.ourchildrenstrust.org](http://www.ourchildrenstrust.org)

fortunately, last year, although some Democrats put this legislation forward, the majority of the Democrat-controlled legislature allowed the capital gains tax to be thrown by the wayside. To see this bill through now, we need to urgently build a movement that starts with our union, and those of us on the frontlines of education.

### Won't raising taxes on billionaires kill jobs?

This is a commonly heard myth, but extensive studies show time and again no connection between taxes on the wealthy and job growth (Economic Forecaster, "Tax System Dysfunction and Reform").

If that were true, New York City, with one of the highest tax rates on the super-wealthy, would be an economic wasteland. Instead, Amazon just decided to open up their HQ2 there!

### So what can we do?

Educators have a lot of power. In red states across the country this year, educators have exercised that power. In West

## Announcement - Classified Subs!

Check your pay warrant carefully! Does it match the number of hours on your signed time sheets? (You are making copies or taking pictures of your signed time sheets, aren't you?)

We have received reports that Payroll / the Sub Office have modified time sheets without involving the sub. This happens if the Sub Office believes that time was reported incorrectly.

## Most Retirees Not Limited to 867 Sub Hours

By Edith Ruby

Many of us who are retired teachers have believed that if we worked as subs for more than 867 hours/year (108 days) the Department of Retirement Systems would suspend our pensions. This was brought up at our September sub meeting. When a Plan 3 sub told me that he had been subbing more than 867 hours for several years with no penalty, I became curious. And I got a big surprise!

I contacted Peter Diedrick, legislative director of the Washing State School Retirees. Peter posed the question to Seth Miller at

## Sub-Friendly Nominations Are Open!

Please nominate a "sub friendly" school that goes the extra mile to help us have a productive day. You can nominate more than one school, and more than one school in each category may win this coveted honor. Nominations are online at [www.tinyurl.com/subfriendly](http://www.tinyurl.com/subfriendly)

Virginia, Arizona, Oklahoma, and more, educators organized walkouts and strikes to force their state legislatures to grant raises, healthcare, and more.

Furthermore, they won these increases in public spending from Republican-controlled legislatures! If we learn from their tactics and organize coordinated statewide rallies, walkouts, and strikes, we can force Olympia to take action now to fund schools without pushing even more families out of their homes.

If this happens, the district must notify the sub and work it out. It is not legal for the district to make unilateral changes in a signed time sheet without involving the sub.

If the district is not paying you for the hours that are reported and signed for, please contact your Sub Association president at [phenry@u.washington.edu](mailto:phenry@u.washington.edu)

DRS. Mr. Miller gave him an unexpected response. Most substitutes are exempt from the 867 hour rule because daily sub positions are not retirement eligible. ONLY Plan 2 & 3 retirees who retired under the 2008 Early Retirement Factors and long term substitutes are limited to 867 hours without losing pension payments.

So, if you are retired with a state pension, are over age 65, are not in a long term sub position and you would like to work more than 108 days per year, don't hesitate to continue to sub.

# Who are we as substitutes?

*By Karin Engstrom, Paraeducator Sub and SEA rep*

During a meeting with the district during the recent negotiations, I asked about the changing the reference of Paraprofessional in the present contract to Paraeducator in the new contract. I was corrected by the Sheryl Moore, District Negotiator, that there were other categories of Paraprofessionals besides those serving in Title I classrooms. I appreciated the distinction and stood corrected.

The Paraeducator serves Title I classrooms, Special Ed and ELL. All others such as Career Specialists, Family Support Workers, Drug/alcohol Intervention Specialist, Transitional Program Specialist, etc. are considered Paraprofessionals.

Job titles can be found on page 92 in the current Para Contract.

In January 2018, I signed up at the OSPI website to follow the meetings and rule-making for determining the qualifications of a Paraeducator under the ESSA (Every Student Succeeds Act) that replaced NCLB (No Child Left Behind). I wrote comments on the rulemaking process and was contacted by them to participate in a Webinar on Substitute Paraeducators, but was unable to access a computer since I was traveling that day to Minneapolis for the NEA-Representative Assembly. I emailed my concerns.

Out of that came a discussion from those who participated in the Substitute Paraeducator Sub-Committee. The concern with requiring Substitute Paras to complete even the fundamentals of the Certification process was mainly over funding. There are 27,323 Paraeducators who will need to complete the 98 hours of required training with an estimated cost of \$25.2 million for 2019 and \$26.7 million



*Port Angeles strike, led by paraeducators in November*

for 2020. The PESB Paraeducator Board has asked the State Legislature to fully fund this cost. No avenue for Substitute Paras except to do the modules on your own time was explored. Perhaps, this is something we need to negotiate for in our next contract this summer.

Here is the link to the November Newsletter of the Professional Educator Standards Board: [www.pesb.wa.gov](http://www.pesb.wa.gov), on Facebook: [bit.ly/2EjvUnV](https://bit.ly/2EjvUnV)

If you are interested in the online modules for Paraeducator Certification, go to: <https://learningspace.instructure.com/courses/40>

You can access any of the modules that may be meaningful for you. I'm pretty literal, so I watched the two introductory videos first. Then went to the list. I would recommend the first module, "Understanding Your Responsibilities", if only to gain insight into what is expected from full time Paraeducators.

## Sub Life: Sub Swag

*By Molly O'Neil*

**As employees of Seattle Public Schools are you aware of the Sub Swag? Here are some perks from SPS:**

- Inspirus Credit Union: Founded in 1936 by Seattle math and journalism teacher, Robert J. Handy, [bit.ly/2E6pwiV](https://bit.ly/2E6pwiV)
- PEMCO Insurance: Also founded by Mr. Handy, [bit.ly/2G8W2U5](https://bit.ly/2G8W2U5)
- Cell Phone Discounts: T-Mobile includes Netflix, [bit.ly/2UjtQFq](https://bit.ly/2UjtQFq)
- Entertainment Tickets: All Disney parks, Las Vegas/Broadway shows, hotels, etc., [bit.ly/2MpfgYs](https://bit.ly/2MpfgYs)
- Office 365: Office ProPlus for staff and students: Download Microsoft Office on up to 5 personal devices, [bit.ly/2EabWuL](https://bit.ly/2EabWuL)
  - ▶▶ OneDrive for Business for staff: Collaborate with colleagues and share documents online
  - ▶▶ Login by entering your SPS username@seattleschools.org and SPS password

**And from our friends at Washington Education Association (WEA)**

- December Benefits 2018, <https://bit.ly/2B0OrkI>
- WEA Attorney Referral Program: School related issues covered by your SEA membership, [bit.ly/2SvKL1w](https://bit.ly/2SvKL1w)
  - ▶▶ 2 – 30 minute free consultations per school year,
  - ▶▶ Personal Legal Issues Covered at a Discount (30%): Real estate, Wills and estates, Domestic relations, Consumer protection, Traffic violations (includes DWI citations)
- Educator Employment Liability Insurance: Covered by SEA dues, [bit.ly/2G4Css9](https://bit.ly/2G4Css9)
  - ▶▶ Student injuries
  - ▶▶ Charges of educational malpractice
  - ▶▶ Corporal punishment

**Happy Holidays, all of them. Happy New Year. See you on the Sub Trail in 2019!**

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## SUBSTITUTES SERVING SEATTLE SCHOOL STAFF & STUDENTS

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



# SUB<sup>o</sup>VOICE

### Needed: Pressure on Olympia!

The state legislature begins its session begins on January 14, 2019 and will adjourn on April 28th. Time for us to contact our legislators on issues that are important to us. **WEA's 2019 Legislative three top priorities are:**

1. **Restore much needed local levy flexibility** to allow local voters to meet the needs of their students beyond state-funded basic education
2. **Fully fund the new state-run health insurance system** for educators as negotiated with the state.
3. **Increase funding for additional school support staff** to meet stu-

dents' mental health, social, emotional and safety needs.

**There's more on the WEA website:**  
<https://washingtonea.org>

They will be organizing one big day for educators around the state to gather in Olympia. Last year SEA provided transportation to Olympia on several days and may do this again so stay posted!

Write, email, Facebook and Twitter your representatives to do the right thing! Fund ALL our public education – Pre-school through Community College/Universities. It's in our State Constitution!

#### ■ WEA Representative Assembly

Do you wish to attend the WEA RA? Nominations are open on the SEA website. Nominations will close on January 10th – so go to [www.seattlewea.org](http://www.seattlewea.org)

#### ■ SEA Town Hall on Jan 10

SEA Town Hall meeting on Thu, January 10 at 6 pm at the South Seattle CC Georgetown Campus to meet with local legislators (after a shortened SEA RA).

#### ■ MLK Jr Day on Jan 21

Dr. Martin Luther King Jr. Day on January 21, 2019, at Garfield High School begins at 8:30am with an opportunity fair, workshops, rally in the gym. March begins at 12:30 pm.