

Substitutes Association Report – March, 2019

Rev.3/4/19

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!

Meetings and Events:

SSA General Meeting (Jan. 23) - Michael Melonson spoke on state funding for schools and our dysfunctional state legislature. Quote: "They [legislators] appear not to like Seattle." We signed up people to attend WEA Lobby Day (Feb. 18) and to phonebank for the Seattle Levy. We confirmed Joyce McDonald as our SSA Board Member for Professional Development (elementary)

SSA General Meeting (Feb. 27) - We heard from powerhouse Tracy Gill, who "is" the new Ethnic Studies department in Seattle Public Schools. What is "Ethnic Studies?" Tracy is engaged in managing the construction of ethnic studies curriculum for all grades, from pre-K through high school.

We noted that there are 22 nominations for "Sub Friendly" schools so far ... including 2 from Bremerton! We followed up with a discussion of AESOP issues. Is "Jobulator" (a phone app owned by AESOP's parent company) getting advanced notice of jobs? Peter said he would investigate. Which he did and there doesn't seem to be a problem of advanced notice.

Sub half-day PD (Feb. 27) - The district held its second half-day PD pilot for newly hired subs. There were significant changes from the first pilot in October. Jan Bowersox and Joyce McDonald attended to take notes, and I was there at the beginning.

Labor/Management Meeting (Feb. 20).

Lobbying Legislators (various dates) - I met my 21st District legislators and also met with staffers for 32nd District legislators, and I attended a town hall meeting with Gerry Pollet, a Rep. from the 46th District. I advocated for substitute issues - health coverage under the new SEBB, verifying subs would be covered under the new Family/Medical Leave law, and clarified rules for accessing sick leave under I-1433. I also advocated for immediate funding relief (lifting the "levy lid") and long-term funding stability (capital gains tax).

Current events and reminders:

- **Sub-friendly** - It isn't too late to nominate your favorite school at www.tinyURL.com/subfriendly. We will review nominations at our March or April meeting.
- **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.
- **"Schools First" Levy** - It passed, thank goodness. Now we need the legislature to "lift the lid" and allow SPS to collect the full amount.

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 pherry@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, 2ary

Joyce McDonald - Prof. Dev. Director, Primary

Karin Engstrom - Membership / Communications Director

David Posner - District Liaison

Justin Vinson - At-Large SEA Board member

phenry@u.washington.edu

stan.strasner@gmail.com

evlavaris@seattleschools.org

jkbowersox@seattleschools.org

jomcdonald@seattleschools.org

kecareerwoman@gmail.com

dbposner@seattleschools.org

jdvinson@seattleschools.org

Association Reps for 2018-19 (to date):

Darrin Hoop djhoop@seattleschools.org

Karen Jackson knjackson@seattleschools.org

Matt Maley mgmaley@seattleschools.org

Rickie Malone rmalone@seattleschools.org

Mary (Molly) O'Neil molly@rockisland.com

Ida Ott iott@seattleschools.org

Whitney Parker/Kahn whitneyJPK@gmail.com

Edith Ruby eruby@seattleschools.org

Antonija Ventenbergs

arventenbergs@seattleschools.org

Francisca Zavala frzavala@seattleschools.org

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, SVI

Feb. 11 - SEA Rep. Assembly

Feb. 27 - SSA general meeting, SVI

Mar. 11 - SEA Rep. Assembly

Mar. 27 - SSA general meeting, SVI

Apr. 15 - SEA Rep. Assembly

Apr. 24 - SSA general meeting, SVI

May 13 - SEA Rep. Assembly

June 10 - SEA Rep. Assembly

June 12 (?) - Year-end celebration/picnic - Woodland Park

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