

Substitutes Association Report – January, 2019

Rev.1/9/19

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 (Nov. 28) - We heard Lisa Love who gave a well-received presentation on issues around gender identification, and then wrote the lead article in the holiday issue of the Sub Voice.

Please submit nominations for your favorite sub-friendly schools at www.tinyURL.com/subfriendly

SSA Board Meeting (Jan. 4) - We discussed direction of the Sub Association, guidelines and direction for the newly expanded Sub Voice (thank you Stan Strasner, our new editor!). We found out we will most likely be meeting at SVI this year (thank you David Posner!), We also discussed: supporting "Sub Friendly," lobbying in Olympia, sub-specific PD, and supporting the teachers in Los Angeles who will be striking on Jan. 10.

Sub PD Meeting (Jan. 8) - We locked horns with the district, which is piloting a half-day orientation/training for newly hired subs, focusing on certs. We are focusing on the current 1 hour training and we think subs need to be intimately involved but the district disagrees.

Labor/Management Meeting (Jan. 9). Changes are being made to the feared "Incident Report" system to make it more consistent and understandable. There is now a simple procedure, detailed in the sub handbook, for subs to obtain ID badges. No timeframe on electronic timekeeping ☹. No timeframe on getting sufficient information so subs can verify their time/pay ☹. But the district is "working on" both. AESOP mis-postings is still an issue because schools are responsible for getting correct hours posted. District is in process of creating system-wide expectations about getting emergency procedures in sub plans for all schools. There are over 1700 subs in the system, about 100 unfilled jobs/day (most are paras) and 300 cert subs have yet to work a single day. We have advocated for the district to develop programs to better utilize the subs they have. But it comes down to one person - Monica Menchaca. More subs are getting pre-staffed into long-term positions so they can get benefits from the beginning. But tracking subs who aren't pre-staffed to see if they are eligible for benefits is a management challenge and is all done manually - by Monica.

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.
- **"Schools First" Levy** - Seattle needs to pass the levy in February to support Special Ed and other services. I have heard 1100 jobs are supported by levy funds. And SEA needs to help make this happen. You are part of the SEA. So please sign up to participate in phone banking. Stay tuned for details!
- **Olympia** - The school made a down payment on "McCleary" but there is a long way to go for sustainable funding for schools - including health care for subs! Please sign up to participate in the lobby day on Presidents' Day!

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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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