

Substitutes Association Report – June, 2019

Rev. 6/9/19

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 (May 22) - Michael Tamayo (SEA VP) presented a bargaining discussion based on eliciting ideas from members. I also presented bargaining priorities based on the subs' bargaining survey. We elected the following Association Reps for 2019-2020:

Darrin Hoop, Karin Jackson, Matt Maley, Molly O'Neil, Whitney Parker/Kahn, Francisca Zavala and Jeanine Calceta. Congratulations! (and we have room for more, if you would like to serve)

Sub Picnic - Please plan on attending our annual celebration - catered picnic in Woodland Park on June 20 (new date)

Labor/Management (May 8) - Electronic timekeeping still in distant future, but pay warrant info may be ready by September. I am piloting this, and my June email looks like ... a pay warrant. And I didn't get one in the mail. So this is successful. But they are not yet providing detailed information to allow one to verify specific days / hours worked and credited, which is what we really, REALLY need!

Questions remain on how subs can be treated respectfully and fairly during "incident report" process and on how we can demand a real investigation. Clarification on subs being redirected after signing in, how to access sick leave, double booking. Discussion on alternatives to full TPEP evaluation for subs in leave replacement contracts. We advocated once again for a special corps of subs recruited (and paid) to be available for day-of jobs. We brought up the contracted all-day sub PD in August. Catch - The fund to pay the subs may be empty by then. Oops!

Bargaining (various dates) - A topic of great interest is failure to fill all sub positions. The district is mostly concerned about teachers, and this is mostly a problem for jobs entered within 2 days of the assignment, particularly within the last 1 day (for example, a teacher suddenly gets sick or has to take care of their child). We talked about the problem and some options in general terms but we need to get more specific.

Current events and reminders:

- **Bargaining Support** - Please participate in the bargaining rally at the school board on Wednesday, June 12 - starting at 4:15. Public testimony at 5 PM. Wear a Super Sub shirt!
- **Multi Factor Authorization**- To access SPS "cloud" content you will have to set up your smart phone or iPad so SPS will text it a code that you can enter on your personal device once a month. If you don't have a smart phone a work-around is available.
- **Elaine Williams**, who worked with subs in HR, has retired. She has been replaced by Mark McCarty.
- **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.
- **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. Subs may participate in building PD if appropriate, or on-line "safe schools" trainings, or ask the office how you can help.

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, 2ary
Joyce McDonald - Prof. Dev. Director, Primary
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):

Darrin Hoop	djhoop@seattleschools.org
Karen Jackson	knjackson@seattleschools.org
Matt Maley	mgmaley@seattleschools.org
Rickie Malone	r Malone@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

Association Reps for 2019-20 (more to come):

Darrin Hoop, Karin Jackson, Matt Maley, Molly O'Neil,
Whitney Parker/Kahn, Francisca Zavala, Jeanine
Calceta

Schedule for 2018-19 (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
May 22 - SSA general meeting, SVI
June 10 - SEA Rep. Assembly
June 20 - Year-end celebration/picnic - Woodland Park

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