

Substitutes Association Report – October, 2019

Rev. 10/14/19 3 pm

Peter Henry, President

Goals for the year: Our main goals are once again **outreach and organizing SPS substitutes**. We are also implementing our new contract with ongoing meetings with the district, and will monitor how health care is rolled out for subs. We will be looking to expand PD opportunities as well.

Meetings and Events:

SSA General Meeting (Sept. 25) - We experimented with a north-end venue (Lincoln High School) and picked the same night as the alumni meeting. So there was no parking. The highlight was a presentation by Marnie White, from Sprague Israel Giles, who talked about how the new health insurance system will work for our members. There was also a discussion on revising the "sub friendly" nomination process, thank you Mike Acord (retired Seattle Sub). We experimented with "semi-catered" food - that is, trays of hot food from the Fou Lee deli on Beacon Hill. Based on the response we will need to get more food for the next meeting. We also discussed progress towards electronic timekeeping and 'work statement' (i.e. complete documentation of hours worked each month). There is money to hire contractors to do this work and an initial meeting has been held, and a followup is scheduled for Oct. 15.

SEBB Benefits Fair (Oct. 3) - I attended a SEBB benefits fair at Highline College. It was useful for people who had specific questions to ask to the representatives of benefits providers (Kaiser, UMP, etc.) My best take-away was literally a take-away - rear bike lights that were being handed out as freebies.

Sound Alliance Training (Oct. 4 - 5) - I attended a training in relational organizing presented by Sound Alliance (SEA is a member). Maybe we can use this model to outreach to the many subs, to increase involvement.

Labor/Management (Oct. 9) - The district was late implementing the \$10/day stipend for Senior Subs. This should be taken care of (retroactively) on the Nov. 1 pay warrant. We discussed the difficulty subs are having finding jobs. Maybe the flu season hasn't hit yet and educators are healthier! We discussed the confusion cert subs found themselves in, when the number of daily hours paid was changed from 8 to 7 (with no change in pay). About SEBB, subs need to be notified whether they are eligible for benefits or not. So far this notification has not happened.

SSA Board (Oct. 9) - We discussed programs for future SSA meetings, possible locations, how to make racial equity an ongoing explicit theme of our SSA meetings, revising the "sub friendly" on-line form, and how our budget is determined.

Election - Please consider getting involved in important elections for Seattle City Council and the Seattle School Board. These elections will have a major effect on our working lives - and on affordability in Seattle. In particular SEA will be participating in doorbelling for Councilmember Kshama Sawant on October 26.

Current events and reminders:

- **Timesheets/Hours** - Cert subs are now paid on the basis of 7 hours worked per day. We are still either in a half-day (3.5 hours) or full-day (7 hours) assignment, and we are paid accordingly. There's no difference to our work schedule or our pay. We achieved the same 5% raise to our daily pay other Union represented employees received.
- **SEBB Health Benefits** - If you think you are eligible for health benefits (you worked over 630 hours last school year), then you have until November 15 to sign up at myaccount.hca.wa.gov. You need to sign up even if you are declining coverage. If you fail to do so, you will be automatically signed up and a premium contribution will be deducted from your pay!
If you are denied coverage you feel you are due, or if you are unsure, contact Sprague Israel Giles (SPS insurance broker) at (206) 957-7066

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

Joyce McDonald - Prof. Dev. Director, Primary

David Posner - District Liaison

Justin Vinson - At-Large SEA Board member

Jan Bowersox - Emeritus

Karin Engstrom - Emeritus

Pat Robertson - Emeritus

phenry@u.washington.edu

stan.strasner@gmail.com

evlavaris@seattleschools.org

jomcdonald@seattleschools.org

dbposner@seattleschools.org

jdvinson@seattleschools.org

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

Jeanine Calceta

Darrin Hoop

Karin Jackson

Vanessa King Love

Matt Maley

Ricky Malone

Molly O'Neil

Whitney Parker/Kahn

Francisca Zavala

Schedule for 2019-20 (locations/dates are provisional)

Sept. 16 - SEA Rep. Assembly, South Seattle College (Georgetown)

Sept. 25 - SSA general meeting, Lincoln HS

Oct. 9 - SSA board meeting, TBA

Oct. 14 - SEA Rep. Assembly, SSC

Oct. 23 - SSA general meeting, Seattle Education Association

Nov. 18 - SEA Rep. Assembly, SSC

Nov. 20 - SSA general meeting, TBA

Dec. 9 - SEA Rep. Assembly, SSC

Jan. 8 - SSA board meeting, TBA

Jan. 13 - SEA Rep. Assembly, SSC

Jan. 22 - SSA general meeting, TBA

Feb. 10 - SEA Rep. Assembly, SSC

Feb. 26 - SSA general meeting, TBA

Mar. 9 - SEA Rep. Assembly, SSC

Mar. 25 - SSA general meeting, TBA

Apr. 8 - SSA board meeting, TBA

Apr. 16-18 - WEA Rep. Assembly, Spokane

Apr. 20 - SEA Rep. Assembly, SSC

Apr. 22 - SSA general meeting, TBA

May 11 - SEA Rep. Assembly, SSC

May 27 - SSA general meeting, TBA

June 8 - SEA Rep. Assembly, SSC

June 17 (provisional) - Year-end celebration/picnic - Woodland Park

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