

Substitutes Association Report – November, 2019

Rev. 11/18/19

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 (Oct. 23) - Joyce McDonald led a Racial Equity activity, we demonstrated the procedure for signing up for SEBB insurance, we viewed a video of interviews with Chicago Teacher Union educators, and we heard reports.

Labor/Management (Nov. 13) - We discussed details of implementing SEBB insurance, how to start up the PD committee that directs the expenditure of contracted funds, discussed problems implementing retroed sick leave and some issues with subs being blocked while an incident is being investigated. If regular employees are placed on administrative leave, they are paid. If this happens to subs, they are unable to work. Then we received bad news about implementing electronic timekeeping and work statements (being able to validate one's pay). This is beyond maddening.

The senior sub \$10/day stipend does appear to be fully implemented.

Election - Kshama Sawant won reelection to the Seattle City Council, and Jeff Bezos lost. Five of the 7 City Council candidates the Chamber of Commerce PAC supported lost.

Next Sub Association meeting is Wednesday, Nov. 20 at SEA - followed by an organizing training presented by Sound Alliance. Be there or be square.

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. Please don't email Peter with concerns about getting ripped off. You are not being ripped off.
- **SEBB Health Benefits** - Breathe a sigh of relief! The subs made last-minute phone calls to about 120 members who had not signed up for an account. We think we saved some people lots of money.

#

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