

Substitutes Association Report – November, 2019

Rev. 12/8/19

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 (Nov. 20) - We read an introduction to an article about racial equity, "Racial Equity Detours," and had a general discussion about what we read and what we notice in the schools.

We also reviewed the Sub Friendly form for 2019-2020. No changes were proposed.

The new form can be found here:

<https://tinyurl.com/SubFriendly19>

After our meeting, several of us stayed for a 3 hour training in relational organizing presented by Sound Alliance.

We are going to start an outreach campaign about the open sore that is the payroll system.

Congratulations to Justin Vinson - He has been hired as a teacher at Franklin High School, so he is resigning his position as "At Large" member of the Sub Association board and SEA board.

We are always looking for substitutes who would like to have their voice heard in our Association and the SEA!

Please contact us!

Step 2 Grievance Meeting - A Step 2 grievance meeting took place to resolve a pay / sick leave dispute a long-term substitute has had with the district.

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** - Several substitutes were denied coverage under SEBB. If you have worked over half time (630 hours) for SPS for the last 2 years, or if you have been placed in a long-term job for a semester or longer this year, PLEASE CONTACT US!
We will be watching closely to monitor how SEBB is rolling out and how subs are being affected.
- **Payroll Issues** - Several of us have had ongoing problems with payroll. If you have suffered errors with your pay or sick leave, please contact the Sub Association. We are collecting stories to document these issues.
- **We want to hear from you!** If you would like to be an Association Representative, or if you have an idea for an article in the Sub Voice, please contact us.

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

Jan Bowersox - Emeritus

Karin Engstrom - Emeritus

Pat Robertson - Emeritus

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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, SEA

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