

Substitutes Association Report – January, 2020

Rev. 1/13/20

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 SEBB 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) - None in December

SSA Board Meetings (Dec. 31 and Jan. 8) - Major reshuffling of SSA Board because of vacancies and because SEA bylaws required Peter to vacate his "ex officio" seat on the SEA board as SSA President. Board approved appointment of Jeanine Calceta to SSA Board (Prof. Development), and Lindsay Stewart as Association Representative. Peter appointed himself as "At Large" SSA rep to the SEA Board, and appointed Joyce McDonald as Substitute Representative to SEA Board in lieu of SSA President. All changes and appointments are pending approval at next SSA general meeting. We discussed reaching out to subs who responded to the survey asking about payroll problems, and how to use a "relational organizing" model to organize subs. We arranged a meeting with Yvette De La Cruz to address issues about how subs will receive sub-provided job-specific training for new hire employees, how to enforce contract language about paying for new hire orientation and the August PD day and racial equity and LGBTQ awareness. We also discussed T shirts, goals for sub-specific training for sub ARs, ideas for programs for upcoming meetings, and generating interest and publicity for our meetings.

Labor/Management Meetings (Dec. 11, Jan. 8) - We discussed progress towards electronic timekeeping (this looks feasible, hooray!), ongoing problems with teachers requesting desired subs, sub shortages ("Fill rate is way up - most days 90%, today 88%," cert fill rate is 98%). A more thorough review is scheduled for February. Also ongoing problems with correctly reporting accrued sick leave. It turns out that Senior Subs were awarded sick time accrued at 1 hour/20 hours worked, and they don't have to work 630 hours (equivalent to 90 days) first. This hasn't been implemented yet.

Concerns about using the contractual sub PD fund to pay for new hire orientations (required training). Concerns expressed about finalizing a step 2 grievance about pay, also whether and how to compensate subs who are blocked from working due to an investigation. Regular employees are placed on paid leave in this situation. Subs are just barred from working.

Sub PD Meeting (Jan. 10) - We reviewed contract language about the \$40K PD fund dedicated to substitutes, and we found that new contract language guarantees that the district will pay for half-day training for newly hired subs, and for the August PD day, regardless of how much money is left in the fund. Implementation details need to be worked out with the district. We would like to extend PD to the day between semesters but this needs to be negotiated. Currently new hire subs get 2 hours of paid training to attend Union orientation and benefits orientation. Then they return for 3 hours produced by SPS and they used to have an hour produced by subs (you know, the useful stuff). We want to explicitly include this and see if the whole thing can take place on one day.

Current events and reminders:

- **WEA Lobby Day** - Jan. 20. Sign up here for a seat on the bus to Olympia: <https://www.seattlewea.org/>
There's a bill, SB6189, that would remove subs from SEBB coverage. Come on down and give your reps an earful!
- **Sub-Friendly** - A new sub-friendly form is on-line here: <https://tinyurl.com/SubFriendly19>
Please take a few minutes to nominate one - or more - favorite schools of your choice.
- **Timesheets/Hours** - Cert subs are now paid on the basis of 7 hours worked per day. Certs 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.
- **Elections** - Consider running for a slot as a delegate to the WEA Rep Assembly in Spokane (Apr. 16 - 18) and/or the NEA Rep Assembly in Atlanta (July 2 - 6). Also, all of the Sub Association officers will be up for election later this Spring. Peter is "terming out" as President so you will have a new Fearless Leader next year.
- **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

Jeanine Calceta - Prof. Dev. Director, Paraprofessionals

David Posner - District Liaison

Jan Bowersox - Emeritus

Karin Engstrom - Emeritus

Pat Robertson - Emeritus

phenry@u.washington.edu

stan.strasner@gmail.com

evlavaris@seattleschools.org

jomcdonald@seattleschools.org

jrcalceta@seattleschools.org

dbposner@seattleschools.org

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

Darrin Hoop

Karin Jackson

Vanessa King Love

Matt Maley

Ricky Malone

Whitney Parker/Kahn

Lindsay Stewart (needs confirmation)

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, SEA

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