

Substitutes Association Report – February, 2020

Rev. 2/10/20

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:

Olympia Lobby Day (Jan. 20) - Several substitutes made the trek to Olympia to lobby our legislators on behalf of ethnic studies, and to advocate that substitutes keep their SEBB insurance the legislature was threatening to take away.

SSA General Meeting (Jan. 22) - SEA Exec. Director, Yvette De La Cruz, did an interactive presentation about the history of the labor movement, very well received! We reviewed Black Lives Matter at School week, Feb. 3 - 7. We confirmed Lindsay Stewart and elected Tyler Dupuis and Hazel Koons as new ARs.

Meet with Larry Delaney, President of WEA (Jan. 27) - Stan Strasner, Austin Simmons and I met with President Larry Delaney to explore how to improve the representation of substitute educators in the WEA. First step is to gauge interest among leaders of locals and councils through the state.

Labor/Management Meeting (upcoming, Feb. 12)

Sub PD Meeting (Feb. 5) - We discussed how to improve new-hire professional development for certificated and paraprofessional substitutes, and how to make sure there is enough money to fund the August PD as well as new hire orientations. We found out that para subs may be able to access the online portion of the "Fundamental Course of Study" which is required of all full-time IAs, but they would access this as volunteers. If a para sub is hired as a regular employee, they will have access to paid PD for the required PD.

Current events and reminders:

- **"Let's Be Mean to Subs Bill"**, SB 6189, would kick substitutes off SEBB insurance. As I am writing (Feb. 10) an amended version is being introduced which would maintain our enrollment!
- **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** - Elections are LIVE from Feb. 10 through Feb. 17 for delegates to the WEA Rep Assembly in Spokane (Apr. 16 - 18) and the NEA Rep Assembly in Atlanta (July 2 - 6). Please vote for substitutes!
- Also, 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

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Association Reps for 2019 - 20:

Tyler Dupuis
Darrin Hoop
Karen Jackson
Vanessa King Love
Hazel Koons

Matt Maley
Ricky Malone
Whitney Parker/Kahn
Lindsay Stewart
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, SEA
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