

## Seattle Substitutes Association Report - April, 2016

rev. 4/4/16 5 pm

Peter Henry, President

**Goals for the year:** Outreach and organizing SPS substitutes, contract enforcement including training other subs, professional development, maintaining "Sub Friendly Schools," and working to identify and solve problems with regular labor/management committee meetings.

**Meetings:** Our second labor/management meeting was held on March 8 and at the District's request we discussed strategies for addressing the sub shortage. On average, 20% to 25% of positions remain unfilled. We suggested that instead of hiring unqualified uncertificated emergency subs and "deploying" them to hard-to-fill positions, the district should consider ideas such as allowing subs with certification to work both as cert or classified subs. We also wondered why it takes so long for newly hired subs to actually get into the classroom, and we thought the district could hire some SAEOP subs to make calls in the morning to encourage people to take jobs near where they live. We promised to create a survey for all substitutes, to learn how to fill more currently unfilled positions. Next meeting is April 19.

The Sub Association general meeting on March 23 featured a dynamic presentation and Q&A by Shelly Hurley, who talked about issues subs face in Special Education - she encourages us not to be afraid and to try it. Consider signing up for the Seattle Teachers' Autism Symposium (July 27-28 or Aug. 17-18) which is free, with clock hours available. Next meeting is at Roosevelt, on April 20.

We also had a training for our Association Reps, on March 23 before the meeting. We reviewed changes to the contract, and we remain stymied on making the district comply with contract language.

**WEA:** Several subs will be attending the WEA representative assembly on April 7-9 in Spokane. With the help of WEA President Kim Mead, the subs will have a table at the WEA! We will be working the table to enhance sub visibility, together with the Edmonds Substitute Association.

**Health care:** The Sub Association is reaching out to subs who are due to get benefits, in case they didn't get the notification letter sent by Sprague Israel Giles, the District's insurance broker. Thank you, Christina!

We have been reminding the district to send us the monthly list of subs who have been notified.

**Payroll:** Payroll Director Julie Davidson quit on short notice and has been replaced by interim director, Elana Reuben. I have written her to ask for help clarifying information on our paychecks.

Subs should continue to fill out timesheets every Friday and turn them in the same way we are used to. According to the new schedule, subs can get paid in the current pay period for a few extra days, but only if they get these partial-week timesheets signed and turned in to Payroll by the deadline. Otherwise you will get paid in the following month, which is the way it has always been.

**Grievances:** The LT sub TRI grievance should be solved ~~any day now~~ soon. If we don't get people paid by the end of April we may be investigating legal options.

Other problems remain: subs not getting appropriate 1.1 FTE pay, pay for required "safe school trainings," improper pension contributions. I have asked to meet with the Principal of Rainier Beach HS to clarify sub pay there.

**Other issues:** I am representing people with discipline and other disputes. If you have a discipline or contract related issue, please contact me at [pHenry@u.washington.edu](mailto:pHenry@u.washington.edu)