

Seattle Substitutes Association Report - June, 2016

rev. 6/12/16

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 and Events: A labor/management meeting took place with HR on May 10. We discussed subs getting paid for extra time when filling 1.1 FTE positions (no resolution), possibility of daily subs earning/using sick days (not till we bargain in next contract), getting paid for mandatory "safe schools" training (no resolution), notifying subs on how to get automatic notification for open positions, getting disciplined for refusing to take a different job than the one you signed up for, and a follow-up on the TRI grievance. Assistant Superintendent for HR, Clover Codd, would like to change the schedule from monthly to quarterly. We would like to continue monthly, starting in September, even if Clover can't attend.

A discipline meeting was held on June 2 with HR to explore alternates to the current disciplinary procedures. In future meetings we will try to develop new procedures that present other options than immediate discipline.

The year-end SSA general meeting on June 1 was a great deal of fun. We had a picnic at Woodland Park, catered by Vickie Guillory, with chocolates provided by <ahem> your president. We confirmed David Posner as our at-large representative to the SEA board and we approved the following Substitutes as Association Representatives for 2016-17:

Roberta Lindeman, Rickie Malone, Karen Ritter, Justin Vinson, Linda Zbigley, Helen Anschell and Dan Troccoli. This is in addition to our current slate of SSA board members:

Peter Henry (President)

Christina DeCarufel (Vice President)

Elisabeth Lavaris (Secretary/Treasurer)

David Posner (At Large SEA Board Member)

Pat Robertson (Past President)

Karin Engstrom (Communications)

Jan Bowersox (Professional Development)

We will be looking for more reps at our next meeting, during our August 30 PD.

Payroll - This week I will be meeting with interim director of Payroll, Elana Reuben, to develop a system to interpret information on our paychecks.

School Board - We will be presenting this year's Sub Friendly awards to the School Board. *Please come if you can!*
4 PM on Wednesday, June 15. The Sub Friendly schools for 2015-16 are:

Kimball Elementary

Jane Addams Middle

Hazel Wolf K-8

Sub Survey: Our survey of substitutes is complete and the SSA board needs to convene to review the results! Thank you to the over 300 subs who responded to our survey.

Sub Shortage Committee: Pat Robertson is the SEA representative to this committee the District has convened to address the difficulty they are having filling sub jobs.

Professional Development: Mark your calendars for Tuesday, August 30 at Nathan Hale for the THIRD ANNUAL Substitute Professional Development Day. Subs will be notified by email in August and registration will be on-line. Sign-in starts at 8:30 and the day ends at 3 PM. Subs will be paid by SPS and clock hours will be available.

GENERAL SESSION: Introduction to AESOP, the new sub job locator. Also: how to avoid getting an Incident Report.

BREAKOUT SESSIONS (tentative; subs can select two):

ONE ON WON - how to present yourself assertively in difficult situations

BUILDING TRUST - so learning can happen

DISCOURAGE DISRUPTION IN CLASSROOM - a must for subs

KNOW YOUR CONTRACT RESPONSIBILITIES

SUBBING IN SPECIAL EDUCATION

AESOP: SubFinder is going dark on July 1. AESOP is scheduled to go live on September 1, just in time for the school year. It won't be necessary to create a new profile - this will be ported over from SubFinder - so you should be able to find jobs starting on September 1. Senior Sub status will be implemented in AESOP - Senior Subs get first priority in viewing and jobs that are posted. Details are being worked out. Unfortunately paper timesheets will continue until at least next Spring.

NEA: Several subs will be attending the NEA annual Representative Assembly, to be held July 1 - 7 in Washington DC, literally blocks from the White House!

Grievances:

Many subs who are owed back TRI have received their pay in the May pay warrant. The rest of the subs will have to wait. The agreement was signed without approval of the Superintendent and the School Board, and an investigation is under way to determine how this was allowed to happen. Final payment depends on a closure of the investigation and an approval vote by the School Board. We are still waiting to find out which subs in the second list submitted to the SPS in February, will be paid.

Daily cert subs at Rainier Beach HS are being given extra time sheets and are directed to fill them out for $\frac{1}{2}$ hour extra pay. There is however a question as to whether these are being submitted correctly! Classified subs should have been getting extra pay if they are required to work longer than their normal day. This is a matter of state law and goes beyond a contract dispute. If classified subs at RBHS are not being paid extra for extra time, THEY SHOULD CONTACT SEA.

Para salary steps - Paras are getting paid correctly. Steps are based on 7 hours per day, after 420 hours (60 days), 630 hours (90 days) and 840 hours (120 days).

Other compensation problems remain: pay for required "safe school trainings," improper pension contributions.

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