

Seattle Substitutes Association Report – May, 2016

rev. 5/1/16

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: The labor/management meeting scheduled for April 19 was canceled because Geoff Miller, the head of Labor Relations, quit suddenly and Clover Codd, the Assistant Superintendent for Labor Relations, wasn't available. The meeting was rescheduled for May 10.

Our survey of substitutes (based on a commitment we made in the March L/M meeting) is ready for release and should go "live" the first week in May.

We met to discuss AESOP with representatives of HR on April 29. AESOP will replace SubFinder next September. The project manager was not made available to us, but they noted our concerns and they affirmed that certain features of AESOP would not be enabled: Teachers and administrators will not be allowed to anonymously rate subs, and administrators will not be able to ban subs from buildings without going through the process in our contract. They realize that they cannot change our working conditions without negotiating with the Union. Unfortunately paper timesheets will continue until at least next Spring.

Our general meeting on April 20 was at Roosevelt HS. Nominations for the at-large SEA board position concluded. David Posner is the only candidate. Voting will take place at our next meeting. We also discussed "Membership Matters" and organizing efforts for substitutes, also substitutes' perspective on equity issues around the district. The May Day march and rally (May 1) was held to showcase labor union power, and also immigrants' rights. The spirited SEA delegation was led by Phyllis Campano. At least 4 subs participated in the march.

WEA: Several subs attended the WEA Representative Assembly on April 7 - 9 in Spokane. We had a table jointly with the Edmonds Substitutes Association. We passed 2 NBIs (New Business Items) related to substitutes. NBI 31 (by Christina DeCarufel) directs the WEA to take specific steps to make it easier for Uniserv councils and local Education Associations to enroll subs as members. NBI 39 (by Jan Bowersox) has the WEA start a pilot program to include breakout sessions specific to substitutes, in workshops they produce.

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: I am waiting to meet with new interim Payroll Director, Elana Reuben, to develop a system to interpret information on our paychecks.

Subs should continue to fill out timesheets and turn them in every Friday. Always make a copy of the signed timesheet. Subs can get paid in the current pay period for a few extra days, but only these partial -week timesheets are signed and turned in to Payroll by the deadline. Otherwise you will get paid in the following month.

Grievances:

Some subs who are owed back TRI have been paid, and more will receive their back pay in the May pay warrant. We are still waiting to find out which subs in the second list submitted to the SPS in February, will be paid, and when. 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. 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.

There has been no response to my inquiries about how cert subs will get paid for the extra time they have already worked this school year and last school year.

LT subs at RBHS - I have not received any acknowledgment regarding my question as to whether LT subs are receiving 1.1 FTE pay this year, much less how they should recover this pay for last year.

Para salary steps - A meeting is scheduled for May 4 to resolve why para subs are not getting their salary steps after 60, 90 and 120 days. If we do not get a satisfactory resolution we will file a grievance.

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 pherry@u.washington.edu