

Seattle Substitutes Association Report – September, 2016

rev. 9/11/16

Peter Henry, President

Goals for the year: We are off to a new school year, on the heels of our massively successful August PD Day! Our main goals are **outreach and organizing SPS substitutes**.

We will also focus on addressing Substitute concerns through labor/management meetings, representation, grievances, and planning PD.

Professional Development: At least 180 subs were paid to attend our 3rd annual Professional Development day, probably the biggest event of its kind in the country, designed and produced by and for subs. This day was the most ambitious to date. Highlights included presentations from the Sub Office on AESOP, and five different workshops (subs selected two) on **special education, conflict resolution, understanding the contract, diversity training, and controlling disruption in the classroom**. Since its inception, this event has been presented in partnership with Seattle Public Schools, using the \$40K professional development fund negotiated in our contract.

Meetings and Events:

Several subs attended the NEA Rep. Assembly in Washington, DC over July 4.

We were able to pass NBI 77, which directs the NEA to investigate how substitutes throughout the country are utilized and how they can become involved in local unions.

Several subs attended the School Board meeting on September 7 to say that we need to be paid promptly for our work! We presented the Board with a list of payroll concerns and a petition with over 50 subs' names!

The first labor/management meeting of the year is scheduled for October 5.

District Sub Shortage Committee will meet TBD. I will present the SSA board's recommendations regarding the sub shortage.

Officers:

Peter Henry, President

pherry@u.washington.edu

Christina DeCarufel, Vice President

Elisabeth Lavaris, Secretary/Treasurer

Pat Robertson - Past President

Jan Bowersox - Professional Development Director

Karin Engstrom - Membership / Communications Director

David Posner - At-Large SEA Board member

Association Reps:

Roberta Lindeman, Rickie Malone, Karen Ritter, Justin Vinson, Linda Zbigley, Helen Anshell, Dan Troccoli

There are openings! If you would like to be an Association Representative for the Substitutes please let us know!

Current grievances:

- Termination (step 2)
- 1.1 FTE payment issue at Rainier Beach HS (awaiting district response to step 1)
- Retro payment re: transcripts (awaiting district response to request for step 1)
- TRI (settled?) Subs owed TRI for 2012-13 are awaiting conclusion of district investigation. We have been waiting for district to review our second list of subs from 2012-13, 13-14 and 14-15 who may be owed TRI. They have had this list since February, 2016 and have not moved on it.

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

Preliminary calendar of SSA events for 2016-17:

SEA Rep Assemblies are on Mondays at 5. All SEA members are invited.

Sub Association meets on Thursdays at 5. Dinner is served $\frac{1}{2}$ hour prior to SEA and SSA meetings.

Sept. 19 - SEA Rep. Assembly, South Seattle Community College, Georgetown campus

Sept. 29 - Sub Association, SEA offices, 5501 4th Ave. S. (S. Lucile St.). Parking lot behind Subway 1 block south

Oct. 17 - SEA Rep. Assembly

Nov. 14 - SEA Rep. Assembly

Nov. 10 - Sub Association, location TBA

Dec. 12 - SEA Rep. Assembly

Jan. 5 - Sub Association, location TBA

Jan. 23 - SEA Rep. Assembly

Feb. 1 - Nominations for "Sub Friendly" schools are due

Feb. 9 - Sub Association, location TBA

Feb. 13 - SEA Rep. Assembly

Mar. 13 - SEA Rep. Assembly

Mar. 23 - Sub Association, location TBA

Apr. 17 - SEA Rep. Assembly

May 4 - Sub Association, location TBA

May 8 - SEA Rep. Assembly

June 1 or June 8 - Sub Association end-of-year celebration, Woodland Park, time TBA

June 12 - SEA Rep. Assembly