

Seattle Substitutes Association Report - February, 2016

rev. 2/1/16

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: Labor/management meeting rescheduled for Feb. 9. We will also hopefully be meeting with Clover Codd, the new assistant superintendent for HR, to discuss communications.

Our Sub Association meeting on January 20 was well attended. We need the district to take our concerns seriously, so we are collecting post cards from subs, with their concerns. Subs are encouraged to write post cards BUT DO NOT MAIL THEM - return them to the Sub Association. When we get a "critical mass" we will present them to the district.

We decided to email a list of all the substitutes who are running for positions either on the WEA board or for delegates to the WEA and NEA annual Representative Assemblies.

We made plans to support the "Walk In" day on February 18. Please contact the teacher you will be subbing for on that day to find out what the school's plans are. The "walk in" is a district-wide demonstration for full state funding for public education!

Next meeting is Feb. 24, location to be arranged.

Sub-Friendly: Please submit nominations by Friday, Feb. 5. Email to phenry@u.washington.edu or mail to me at 935 Pine Street, Edmonds, 98020, or to the SEA.

Best Practices: Jan Bowersox's guide for classroom teachers, "Preparing a More Useful Sub Plan," can also be found on the website under "Sub Info." Copies were distributed to all teachers at Cleveland.

Organizing: We met to plan a training specially for Sub Association Representatives. Date is in flux but will probably be in early March.

Health care: The window for signing up for Affordable Care Act subsidized insurance has closed for the year (Jan. 31). I wrote up a short report on the advantages of ACA insurance for substitutes.

Following up on the December district-provided report on subs eligible for insurance enabled a few people to sign up for district insurance, who didn't know they were eligible. Despite my request the district did not send us a report for January. Who is minding the store?

Payroll: The new payroll schedule is impossible to realistically fulfill - time sheets are due on the very last day of a pay period. I asked payroll to provide an explanation to the subs with realistic guidelines.

Grievances: The only change from last month is negative. Daily subs at Rainier Beach are not getting their extra half hour *even though we specifically negotiated this in bargaining*. A grievance from last year is pending. Additional problems include:

- Long-term TRI grievance - the district sent us a list of subs who are supposed to get paid. I am in the process of double checking these names against a database. *Nobody has been paid yet.*
- We do not know if LT subs at Rainier Beach are getting an additional 0.1 FTE contractual pay. They didn't last year and we filed a grievance.
- District did not make appropriate pension contributions for subs who were placed, or should have been placed, on leave replacement contracts.

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