

Seattle Substitutes Association Report – January, 2016 (revised)

rev. 1/11/16

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: We really prepared for our 1/5 labor relations meeting with Mr. Geoff Miller, which had been scheduled since early December. Our list included current and some long term issues, unresolved from our last meeting in April. Mr Miller did not show up, nor did he notify us he was unable to make the meeting. He sent an HR manager to take notes, who, unfortunately, had no experience with substitute issues.

I wrote an email to Assistant Superintendent Brent Jones (Mr. Miller's superior), requesting a meeting at his earliest convenience.

We will be meeting at our next Sub Association meeting on Wednesday, January 20, 5 PM at SEA, to decide on our next steps.

Sub-Friendly: Please submit nominations for the rest of the first semester! You can find a sub-friendly nomination form at www.seattlewea.org, under the "Sub Info" tab. You can download it into Word, then fill it out and email it to pherry@u.washington.edu or you can mail it to me at 935 Pine Street, Edmonds, 98020. Please submit applications for as many schools as make you feel welcome!

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 District sent us a report of all subs who were notified of their 60-day health benefits in December. I made follow-up calls / emails to all of them, to make sure everyone who is eligible knows how to sign up. This helped a few subs sign up for benefits who would have missed out. I am also finishing up a report on how subs can obtain subsidized health insurance, under the Affordable Care Act.

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:

- We "agreed" that subs working 90+ days should have gotten TRI. *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 pherry@u.washington.edu