

## Seattle Substitutes Association Report - March, 2016

rev. 3/6/16 5 pm

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 held our first labor/management meeting on Feb. 9 and discussed the 90-day TRI grievance, problems with subs not getting paid, changes to "HQ" and sub certification requirements, and health benefits notification. The district surprised us with their presentation of a plan to hire non-certificated personnel as emergency substitutes, to be "deployed" to fill hard-to-fill jobs. We were not pleased - both because the district was unable to answer some basic questions, and by the fact that we had not been asked to participate in this decision. A follow-up L/M meeting will be held on March 8, and monthly meetings will be scheduled, if they are productive.

"HQ" is dead - we were told, pending confirmation from Clover Codd, the new director of HR, that as of December 12, 2015, the district stopped requiring and tracking "Highly Qualified" status.

The state has removed the 30 consecutive day limit for subs with a "Substitute" certificate.

Our Feb. 24 Sub Association general meeting was held at Eckstein Middle School and was very successful - about 40 attended.

New VP - Christina DeCarufel was elected (unanimously!) to replace Dan Troccoli who is stepping down as Sub Association VP.

We also voted to select "sub friendly" elementary, middle and high schools for 2015-16 and participated in a workshop by Temple Robinson on conflict management. We heard a report on mandatory recess from David Posner, and discussed some ideas about the sub shortage.

**Organizing:** We are planning a training for Sub Association Representatives. Date and location TBA. We also need to develop a plan for collecting post cards to present to the district once we have collected enough.

**Trainings:** Jan Bowersox, with Karin Engstrom filling in, have been working with new-hire subs to provide an hour of paid training. The district agrees with us (and the new subs) that this is very worthwhile. This is the ONLY training that new subs get, prior to their placement in classrooms.

**Health care:** The District refuses to notify subs by email when they become eligible for benefits, but they have agreed to send us periodic reports of those subs who have been mailed notifications. The Sub Association is volunteering to reach out to these subs by phone/email, based on these reports, and we have been successful in getting benefits for several subs who would otherwise have missed their opportunity to sign up.

**Payroll:** Subs should continue to fill out timesheets every Friday and turn them in the same way we are used to. According to the new schedule, subs can get paid in the current pay period for a few extra days, but only if they get these partial-week timesheets signed and turned in to Payroll by the deadline. Otherwise you will get paid in the following month, which is the way it has always been.

**Grievances:** The LT sub TRI grievance should be solved any day now. Other problems (subs not getting appropriate 1.1 FTE pay, improper pension contributions) remain.

**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](mailto:phenry@u.washington.edu)