

# Seattle Substitutes Association Report - December, 2016

rev. 12/5/16

Peter Henry, President

**Goals for the year:** 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.

**TRI FLASH (phase 2)!** - 2012-13 TRI money appeared as if by magic, in subs' December paychecks! We still have no idea when they will deal with the "second list" of subs who may be owed TRI. All we hear is crickets.

**Professional Development:** PD scheduled for Feb. 1 on diversity training. This will be the same program presented between semesters in January, 2015 so if you attended that one do not sign up for this one! More details will be provided as they develop.

**Meetings and Events:**

**SSA Association Rep Training** is tentatively planned for two days, on Friday and Saturday, Feb. 3 and 4. There will be a strategy session, planning for organizing, and specific trainings on advocacy and organizing. If you are a sub AR, count on going!

**Labor/Management Meeting** - We are waiting to hear back from the district re: scheduling a second L/M meeting. We are still waiting. All we hear is crickets.

**Sub Shortage Task Force** - Next meeting is scheduled for Dec. 14. Last one was cancelled (crickets, anybody?)

**SAEOP meeting** - At the last meeting (Nov. 18), we got the district to allow teachers to directly input sub names, effective Dec. 5. This should help with the backlog and mistakes at the sub office. Next meeting scheduled for Dec. 7.

**Other notices:**

The new substitute manual is online: <http://www.seattleschools.org/cms/One.aspx?portalId=627&pageId=14849>  
Under tasks/resources for subs, click on "Substitute Handbook"

Until the issue of what a "half day" consists of is negotiated, we recommend that cert. subs who work 3.75 hours or more advocate for getting paid for a full day, as stated in our contract.

**Current grievances:**

- Termination (step 2) - a settlement is being negotiated!
- 1.1 FTE payment issue at Rainier Beach HS. District claims a settlement offer is being prepared but this is what they told us ~~a month~~ two months ago. All we hear is crickets.
- Retro payment re: transcripts - We won! District agrees sub is to be paid in full, but as of December the sub has not been paid! Show us the money!
- TRI - see "FLASH" above!

**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)

**Officers:**

Peter Henry, President

[phenry@u.washington.edu](mailto:phenry@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 (including newly elected Reps):** Roberta Lindeman, Rickie Malone, Karen Ritter, Justin Vinson, Linda Zbigley, Helen Anschell, Dan Troccoli, Marty Wall, Ida Ott, Darrin Hoop, Stan Strasner

**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 4<sup>th</sup> 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 general meeting, at SEA offices  
Dec. 12 - SEA Rep. Assembly  
Jan. 5 - Sub Association, new - location at SVI (near Washington Middle School)  
Jan. 23 - SEA Rep. Assembly  
Feb. 1 - Nominations for "Sub Friendly" schools are due  
Feb. 1 - Diversity Training PD  
Feb. 3, 4 - Sub AR training  
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