

# Seattle Substitutes Association Report - November, 2016

rev. 11/7/16

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)!** - District was premature. 2012-13 TRI money will show up in the December paycheck, not November as they had previously stated. We will believe it when we see it. We still have no idea when they will deal with the "second list" of subs who may be owed TRI. They asked us to re-send this list and we did, a month ago, and so far all we hear is crickets.

**Professional Development:** We are planning for a PD on Feb. 1, the day between semesters, to focus on diversity training. 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.

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

**Sub Shortage Task Force** - Next meeting is scheduled for Nov. 30.

**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"

AESOP issues include prearranged jobs being dropped or not entered, difficulty finding secondary jobs. The district's new practice of not allowing subs to drop/reschedule jobs within 18 hours before the job, will be renegotiated with the Union.

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 ago.
- Retro payment re: transcripts - We won! District agrees sub is to be paid in full, but 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

**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, location TBA  
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