

# Substitute Voice



June-July 2016

## These people represent YOU!

President: Peter Henry  
Vice President: Christina DeCarufel  
Past President: Pat Robertson  
Secretary/Treasurer:  
Elisabeth Lavaris  
Professional Development:  
Jan Bowersox  
Communications:  
Karin Engstrom  
Community Coordinator:  
Dan Troccoli  
Board Member at Large  
David Posner  
SEA Uniserv Representative  
Temple Robinson

## 2015-16 Association Representatives

- Elizabeth Adams-Puyana
- Elizabeth Andrews
- Beth Evenson
- Roberta Lindeman
- Matthew Maley
- Rickie Malone
- Ida Ott
- David Posner
- Karen Ritter
- Falayha Rozaly
- Edith Ruby
- Justin Vinson
- Marianne White
- Linda Zbigley

## **Seattle Substitutes Association Report - June, 2016**

Peter Henry, President

### Meetings and Events:

- A labor/management meeting took place with HR on May 10. We discussed subs getting paid for extra time when filling 1.1 FTE positions (no resolution), possibility of daily subs earning/using sick days (not till we bargain in next contract), getting paid for mandatory "safe schools" training (no resolution), notifying subs on how to get automatic notification for open positions, getting disciplined for refusing to take a different job than the one you signed up for, and a follow-up on the TRI grievance. Assistant Superintendent for HR, Clover Codd, would like to change the schedule from monthly to quarterly. We would like to continue monthly, starting in September, even if Clover can't attend.
- A discipline meeting was held on June 2 with HR to explore alternates to the current disciplinary procedures. In future meetings we will try to develop new procedures that present other options than immediate discipline.
- The year-end SSA general meeting on June 1 was a great deal of fun. We had a picnic at Woodland Park, catered by Vickie Guillory, with chocolates provided by <ahem> your president. We confirmed David Posner as our at-large representative to the SEA board and we approved the following Substitutes as Association Representatives for 2016-17:  
Roberta Lindeman, Rickie Malone, Karen Ritter, Justin Vinson, Linda Zbigley, Helen Anschell and Dan Troccoli. This is in addition to our current slate of SSA board members. We will be looking for more reps at our next meeting, during our August 31 PD.
- Payroll - This week I will be meeting with interim director of Payroll, Elana Reuben, to develop a system to interpret information on our paychecks.
- School Board - We presented this year's Sub Friendly awards to the School Board. The Sub Friendly schools for 2015-16 are:  
Kimball Elementary, Jane Addams Middle & Hazel Wolf K-8

### Grievances:

Many subs who are owed back TRI have received their pay in the May pay warrant. The rest of the subs will have to wait. The agreement was signed without approval of the Superintendent and the School Board, and an investigation is under way to determine how this was allowed to happen. Final payment depends on a closure of the investigation and an approval vote by the School Board. We are still waiting to find out which subs in the second list submitted to the SPS in February, will be paid.

Daily cert subs at Rainier Beach HS are being given extra time sheets and are directed to fill them out for  $\frac{1}{2}$  hour extra pay. There is however a question as to whether these are being submitted correctly! Classified subs should have been getting extra pay if they are required to work longer than their normal day. This is a matter of state law and goes beyond a contract dispute. If classified subs at RBHS are not being paid extra for extra time, THEY SHOULD CONTACT SEA. You may contact me at [phenry@u.washington.edu](mailto:phenry@u.washington.edu)

Marianne Livingstone writes:

I accepted a certified sub position in a middle school that was from 7:20 until noon—4 hours and 40 minutes. This, to me, was a full day—way over 3.5 hours. I also checked with Peter Henry and he forwarded the contract information regarding

## **Are you an advocate for public education? Do you write letters to your representatives?**

Then please attend the OSPI forum on the implementation of the new ESSA (Every Student Succeeds Act—sponsored by our own Senator Murray to replace NCLB) on July 19 from 6-8 at the Highline Performing Arts Center in Burien. Go to: <http://www.seattlewea.org/>

As in all bureaucracies, OSPI has set up 12 work groups to write up implementation formats for ESSA. Further, the US Department of Education released regulations in May on how this new law should be carried out. Go to these websites for further information: <http://www.k12.wa.us/ESEA/ESSA/>

## 3rd Annual Substitute Professional Development Day

We've come a long way in designing Professional Development centered around substitute issues and needs. During the past year, Jan Bowersox packed an hour's worth of comprehensive training for new substitutes during their New Hire Orientation day. SSA negotiated that new Substitutes are paid for their day as well.

August 31st plans are being coordinated with the District Departments in HR, Employee/Labor Relations, & Curriculum & Instruction Support to provide you a meaningful day before the new school year begins.

- ⇒ **Opening General Session:** Leann Russell and Leslyn Pettit-Jones will present Introduction to Aesop—the new Substitute placement and absence management service. Elaine Williams from Employee/Labor Relations will go over some of the issues that cause incident reports
- ⇒ You can sign up for two workshops out of the five listed below. (There may be changes by the August email notice.)
  - ★ Special Education is Everywhere - A hands on workshop for Teachers, Para's & SAEOPS
  - ★ Discouraging Disruption in the Classroom—
  - ★ One on Won—Assertiveness training for difficult conversations
  - ★ Building Trust so that Learning Can Happen In Diverse Classrooms
  - ★ Know Your Contract Benefits & Responsibilities as a Substitute
- ⇒ **A Resource Fair** prior and during lunch will include Pemco, Inspirus Credit Union (formerly School Employees Credit Union), and NEA Benefits.
- ⇒ **Sharing groups** will meet together to debrief the day's learning and to exchange ideas and experiences that help others. Teachers will meet as Elementary, Middle & Secondary. Para-educators and SAEOPS will meet separately.
- ⇒ **In closing**, an evaluation of the day's experience will be required to receive your clock hours/certificate and time sheet.

In mid-August, an email will be sent to all substitutes through the Substitute Office with a link to register for August 31st. An email from SSA will also be received if you've given us your personal email.

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<https://www.facebook.com/groups/SeattleSubs/>

Contact SSA: [seattlesubs@gmail.com](mailto:seattlesubs@gmail.com)

**Mark your calendar for August 31st**  
**3rd Annual Substitute Professional Development**  
**8:00—3:30 - Lunch Provided**  
**Nathan Hale HS—10750 30th Ave NE Seattle, WA 98125**

5 Clock Hours offered—Para & SAEOP Certificates of Completion—Paid Time  
See the article inside for workshops that will be offered.  
A link for registration will be emailed in mid-August



**July 13 - Primary Ballots Mailed & August 2nd — Primary Election Date**  
Voter registration deadline for online or mail is July 4th  
<http://www.kingcounty.gov/services/voting-elections.aspx>