

# Seattle Substitutes Association Report – January, 2017

rev. 1/7/17

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.

**Professional Development:** Paid PD scheduled for Feb. 1 on diversity training. This will NOT be the same program presented between semesters in January, 2015, but please defer if you have taken that training so others could avail themselves. Watch your ChimpMail for more details and directions to register.

**Meetings and Events:**

**SSA Board Meeting** on Dec. 21 - we discussed current labor/management concerns, working with SPS on modifying the discipline form/procedure, the upcoming AR training, newsletter articles, organizing, and how to get support from reps for paid "safe schools" training.

**SSA General Meeting** on Jan. 5 - we had a presenter who showed us techniques for managing stress. We also wrote emails to Labor Relations asking for a resumption in labor/management meetings.

**SSA Association Rep Training** is planned for Friday and Saturday, Feb. 3 and 4. Release time (pay) will be available for Friday. 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! If you are a sub who is not an AR but wants to become active in the SEA, please contact Peter (see email below).

**Labor/Management Meeting** - Finally! Next meeting is scheduled for Jan. 31. We have two pages of urgent concerns.

**Sub Shortage Task Force** - District is still hiring emergency cert. subs even though we believe there are enough subs if they were properly managed. District is interested in streamlining the process for retiring teachers becoming subs.

**AESOP meeting** - Teachers can now input subs directly, after they confirm with the sub. The district is working on a procedure for automatically displaying teacher subject/grades as is done in other districts. No date has been set. A mistake with AESOP not allowing job cancellations has been fixed. We identified other issues for SPS to investigate.

**Payroll meeting** -SPS is still working on creating an electronic monthly report with a line item for every sub job in the pay period. No target date yet.

**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) - We won! The sub is back to work!
- 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~~ three months ago. All we hear is crickets.
- Retro payment re: transcripts - We won! Sub was finally paid in full in January. Other subs may be owed money.
- TRI - Payments for 2012 - 13 appeared in members' December paychecks but we still have no word on subs on the "second list" provided to SPS almost a year ago.

**Sub Directory:** I am developing a web application to help subs market themselves. Teachers and paras will be able to search for subs with specific skills, and then reach out to contact them. It is modeled on the "find a sub" page from the Edmonds Education Association: [https://edmondsea.org/groups/esta/members/sub\\_catagories.php](https://edmondsea.org/groups/esta/members/sub_catagories.php)

**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:** Idore (Helen) Anschell, Darrin Hoop, Roberta Lindeman, Matt Maley, Rickie Malone, Ida Ott,

Karen Ritter, Stan Strasner, Dan Troccoli, Justin Vinson, Marty Wall, Linda Zbigley

**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 (22<sup>nd</sup> and Jackson)

Jan. 9 - SEA Rep. Assembly

Jan. 16 - WEA rally in Olympia to fully fund education

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 at SVI

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