

Seattle Substitutes Association Report – February, 2017

rev. 2/6/17

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: A very successful and well-received PD workshop was held on Feb. 1, on racial equity. About 50 substitutes attended and were paid for 4 hours. It was jointly presented by Fran Partridge, of SPS, and Marquita Prinzing, of the SEA Center for Race and Equity. Thanks are due above all to Jan Bowersox for producing the event. Also to Christina DeCarufel, Karin Engstrom, Linda Zbigley, Elisabeth Lavaris, Ryu Sato, Barbara Sussman.

Meetings and Events:

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.

Labor/Management Meeting on Jan. 31 - We may have come to a resolution on district requirements for dropping jobs via AESOP. We also discussed safety concerns (what training/notice is required for subs who are working with potentially dangerous students), progress towards better job descriptions in AESOP, and state scholarships available to improve certification in special-needs areas. I also submitted a list of about a dozen questions that need answers. The district realizes that contract language calls for a full day of pay for cert sub jobs over 3.5 hours in length. Implementation needs to be discussed. The 1.1 FTE grievance at Rainier Beach HS may be settled - I am awaiting a response to an annoying email I just sent, to test the proposal.

SSA Association Rep Training on Feb. 3. Nine officers and reps attended. We discussed organizing strategies and we learned some basics about representing members facing discipline or other problems. Thanks to Temple Robinson for leading the workshop.

Sub Shortage Task Force on Jan. 18 - There are 10 emergency cert. subs who are hired to work in "day of" sub jobs in south-end schools. The district is interested in streamlining the process of hiring retiring teachers as subs. We are trying to advance the idea of the district hiring a group of experienced subs who are willing to be "on call" for jobs available on the same day. This would directly address the main problem of sub placement, which is filling last-minute jobs.

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:

- 1.1 FTE payment issue at Rainier Beach HS. This may have been settled at the Jan. 31 Labor/Management meeting. They agree that teachers working in 1.1 FTE positions must be paid for 1.1 FTE if they can demonstrate their position is, actually, 1.1 and not 1.0. Implementation is being tested.
- Retro payment re: transcripts - We won! Sub was finally paid in full in January. Other subs may be owed money.
- TRI - We have no word on subs on the "second list" provided to SPS almost a year ago, but this was a question I submitted at the conclusion of the 1/31 Labor/Management meeting.
- Sub thrown under the bus - A sub was disciplined due to the complaints of an angry parent. We filed a grievance and are awaiting a response from the district, after we rejected the district's first proposal.

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

Other issues: Other Association Reps and I are representing subs with discipline and other disputes. If you have a discipline or contract related issue, please contact me at pherry@u.washington.edu

Officers:

Peter Henry, President

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 4th 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 (22nd 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 - 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. 13-15 - WEA Representative Assembly in Spokane

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

July 2-5 - NEA Representative Assembly in Boston