

Seattle Substitutes Association Report - March, 2017

rev. 3/12/17

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.

Meetings and Events:

SSA General Meeting on Feb. 9. We heard a report on the national and state outlook for Labor based on new challenges to "Agency Fee" and new "right to work" initiatives. Karin Engstrom made a presentation and handed out postcards for members to write to legislators, concerning preserving local bargaining rights and fully funding education. She collected dozens of cards! Christina DeCarufel passed out business "greeting cards" to welcome subs to the Sub Association and invite them to join our Facebook group and come to our meetings. We also collected questions for the sub office.

Labor/Management Meeting was scheduled for March 7 but was postponed until March 15. We will be discussing necessary training for subs, AESOP issues such as requirements for dropping jobs, half-day jobs and better job information, and other issues.

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.

Membership Matters - VP Christina DeCarufel had business cards printed up to welcome subs to the Sub Association. Please carry some around with you, and be liberal in handing them out! This is one way of helping spur sub member involvement in the sub association and in our Union.

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. We will get more info at the next L/M meeting.
- 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. No word to date.
- Sub thrown under the bus - A sub was disciplined due to the complaints of an angry parent. We obtained an acceptable resolution.

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 pHenry@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

Contact us at seattlesubs@gmail.com

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 Seattle Vocational Institute (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 at Garfield HS library

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 at SVI

Apr. 13-15 - WEA Representative Assembly in Spokane

Apr. 17 - SEA Rep. Assembly

May 4 - Sub Association, location at SVI

May 8 - SEA Rep. Assembly

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