

Seattle Substitutes Association Report – April, 2017

rev. 4/16/17

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 (March 23). We elected Josh Harper as a new Association Rep for the substitutes. Welcome Josh! We will have to teach you the secret handshake, as soon as we figure it out. We heard a presentation by Veronica Gallardo on immigrant rights and our obligations and school district policy around ICE enforcement. We had a vigorous discussion on whether or not to vote for a one day strike / walkout on May 1, to protest lack of legislative action on funding, and to protest attacks on teachers/labor across this country, and to stand in solidarity with immigrant communities. Then we voted and the ballots were collected and turned in to the SEA.

Labor/Management Meeting (March 15). We reviewed two proposed MOUs (memoranda of understanding) regarding timeline for dropping assignments under AESOP, and making sure that a certificated sub with minimal experience and education won't be earning LESS under the state salary schedule (16+ days on the job) than as a daily sub. Other issues (what is a "half day" under AESOP etc.) are still under discussion.

WEA Representative Assembly (April 13-15). Several subs attended the annual WEA RA in Spokane, including Peter, Jan, Karin, Stan Strasner, Matt Maley, and Marty Wall. We proposed, and the RA passed, a New Business Item (NBI 17) to encourage the WEA to continue their initiative to increase the membership of subs within locals in the WEA: "That WEA will continue to involve substitutes by forming a committee of interested leaders to continue investigating how best to encourage substitute educators' involvement within locals and the WEA. That WEA will also provide ongoing substitute organizing updates to Council Presidents and the WEA Board for distribution to local affiliates, including periodic posts on the WEA website."

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 was settled at the Jan. 31 Labor/Management meeting and HR is working through the spreadsheets to find out how much subs from 2014-15 and 2015-16 will be compensated. Merry Christmas in April!
- 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 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, Josh Harper, 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