

Substitute Voice

April-May 2017



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
At Large SEA Board Member: David Posner
SEA Uniserv Representative: Temple Robinson
Community Coordinator: Dan Troccoli

Association Representatives
who attend the monthly SEA
meetings (2nd Monday of the
Month)

- Helen Anschell
- Josh Harper
- Darrin Hoop
- Roberta Lindeman
- Matthew Maley
- Rickie Malone
- Ida Ott
- Karen Ritter
- Edith Ruby
- Stan Straser
- Justin Vinson
- Marty Wall
- Linda Zbigley

Contact us:
seattlesubs@gmail.com

Returning from the 2017 WEA Representative Assembly

Membership Matters—by Christina DeCarufel

A number of SSA board members and reps attended the Washington Education Association Rep Assembly in Spokane, April 13-15. The SSA also hosted a Membership Matters luncheon on Friday, April 14th. We contacted reps from across the state in order to gather together a group interested in representing substitutes or increasing substitute membership. We had a small but engaged gathering, representing Seattle, Tacoma, and Skagit County.

Seattle is unique in having a department within the Seattle Education Association with substitute officers and board members. Edmonds Education Association also has a substitute department and officers. Other locals may have language in their contracts regarding substitute pay or they may represent subs when an issue arises. But for the most part, substitutes are not represented by substitutes. Many of the local association reps we talked with throughout the three days said it is not their practice to ask subs to join their Education Association as members, although they can join if they ask. This means that many substitutes throughout the state have no voice in the work of the union, their wages, benefits or contract. Seattle, Edmonds, and a few other locals do represent their substitutes and it shows in successful contract negotiations.

Many reps I spoke to are concerned about a substitute shortage. Oftentimes they find that due to the low wages, people who are qualified to substitute cannot afford to. They also noted that they frequently lose their subs to higher paying jobs. Peter, Jan, Jason, and I brought up ways to increase substitute retention during the luncheon. We suggested bargaining for better wages, benefits, and training. Substitutes who are included as members and know that they will have representation may be more invested in the job. I encouraged the other reps to start asking subs to become members. Subs who become members gain more than the benefits NEA offers. They have an opportunity to engage with other members.

Peter Henry introduces New Business Item (NBI) 17—KE

WEA Representative Assembly approved NBI 17 to continue the campaign to encourage substitute membership throughout the state. This effort wasn't new even last year. Many NBI's regarding substitute membership and involvement have been put forth before the Assembly without passing. Seattle's Substitute Association continued to persist in their efforts to bring about professional recognition of our service and work within the educational community.

Christina and Peter worked diligently throughout the year to build a membership campaign. They worked closely with SEA Officers and Board as well as WEA staff. Jan Bowersox encourages membership of newly hired substitutes during her one hour training. Here is the NBI that Peter proposed:

2017 NEW BUSINESS ITEM NO. 17—PASSED AS AMENDED

APRIL 12, 2017 05:35 PM

Title

Substitute Membership Still Matters

SOURCE

Peter Henry, SEATTLE EA

BACKGROUND

~~Last year the WEA passed NBI 31, directing the WEA to assist locals and councils in enrolling and representing substitute educators. The meeting called for in this resolution will take place during the present RA. We need to continue this effort.~~

NBI-31, passed at RA 2016, directed WEA to assist locals and councils in enrolling and representing substitute educators, including a meeting during this RA.

COST IMPLICATIONS

Cost to WEA: Staff: \$22,200 (Would be included in existing staffing budget)
Non-Staff: \$9,000 (New Cost)

Cost to the State: None

WEA GOALS AND OBJECTIVES

Increase WEA members' professional status and job satisfaction.

Forge partnerships with parents, business, other unions, and community groups.

RECOMMENDATION(S)

The 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.

The 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.

Professional Development Opportunities

SEA Center for Race & Equity is working on Ethnic Studies curriculum and surrounding issues. Marquita Prinzing is collaborating with many educators in the district to develop materials and training.

- On May 20th, there will be a WEA/SEA sponsored training on Culturally Responsive Teaching and Classroom Management. Go to the SEA website and by the menu on the right, choose Center for Race and Equity to see the menu. <http://www.seattlewea.org/>
- She also has the Center up on Facebook. Connect to see all the work on this and many other trainings through community groups. A great resource

2017 WEA Special Education Boot Camp will be held again this summer on July 24-27 at the Tualip Resort. Registration deadline is July 1st. The cost is \$270. (The tuition is reimbursable through our Contract. Before registering, contact Kim Van Atta to confirm that there is money available. You pay up front and then submit your receipt with a form she will send to you.) Housing and travel are not included. Go to: <http://www.washingtonea.org/>

Editorial Note: Several substitutes have taken this series of classes and found it well worth the time and expense. If you have questions, contact Jan Bowersox or Karin Engstrom through district email.

Schoolology for Substitutes:

Kim Van Atta has organized a Schoolology page for Substitutes and she is inviting us to get onto the substitute page to see how we will use it. How many of you have seen students or teachers access their pages? Well, now we have one to share!

- One of the perks after you join is to create a profile page. If you join different groups by subject, teachers, etc., they will have access to your specialties.
- She is trying to add the professional development calendar and other information that will help us.
- Right now, it is kind of our playground and she needs your feedback.

She wrote:

I will monitor the page, but people can post without my approval first. People should consider the page an extension of the district and share accordingly. The page is an appropriate avenue to find out about courses, share resources and ask for help from one another. It is not an avenue for raising issues regarding labor management, schools, the Sub Office, etc.

How to join your group:

- Go to your Schoolology home page. If you have not yet logged in to Schoolology, you may log in with your district email and password using the link from the district Sharpschool site: <http://www.seattleschools.org/district/departments/dots/schoolologylms>.
- Select the “Groups” menu at the top of your screen and click on the word “Join” at the bottom of the menu bar. When prompted, enter the access code for your group.
The access code is: **QRKHC-C64X7**

Seattle Substitute Association
A Department of Seattle Education Association
5501—4th Avenue South, Suite 101
Seattle, WA 98108

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Come join us for our last General Meeting of the School Year
May 4, 2017 starting at 4:30 pm

Seattle Substitutes Serve Seattle School Staff & Students!
<https://www.facebook.com/groups/SeattleSubs/>

Seattle Vocational Institute, 2120 S. Jackson Street
Parking can be accessed off 22nd, back of the building.
NO PARKING PERMIT IS REQUIRED.

David Lewis, Seattle Schools Program Manager of Behavioral Health Services will speak about his role within the district and insights into student issues that impact their everyday life at home and in school.

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| 4:30 – 5:00 | A light supper will be served |
| 5:00 – 6:00 | Our speaker, David Lewis |
| 6:00 – 7:00 | Choose Substitute Friendly Schools from our nominations |
| | General Meeting |

Please RSVP: <https://goo.gl/forms/7sxM6QjWyXCsw0RR2>

Save June 8th after school for our Annual Picnic Celebration—Woodland Park, Shelter #6
An RSVP link will be sent out by the Substitute Office and MailChimp.