

Seattle Substitutes Association Report – June, 2017

rev. 6/11/17

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 Celebration and Picnic (June 8). We had our annual year-end bash at Woodland Park, picnic shelter #6. It was well attended by an estimated 35 subs. We shared stories and celebrations from the current school year, and thanked Christina DeCarufel for her exemplary work as Sub Association VP. She will be resigning from the Sub Association to take a full-time teaching position at the start of the 2017-18 school year, but we expect she will continue to be active in the SEA!

We also heard from Monica Menchaca, supervisor of the Substitutes Office at SPS, and also Kim Van Atta, who is responsible for sub professional development. She and Jan Bowersox have worked hard over the years to produce PD specifically for subs, in particular the all-day workshops we have had for the past 3 years in late August.

Unfortunately there will not be an August PD this year, but other opportunities will arise.

We elected the following substitutes as Association Representatives for 2017-18:

Helen Idore Anshell

Josh Harper

Darrin Hoop

Kevin Last

Matt Maley

Karen Ritter

Stan Strassner

Justin Vinson

Others wishing to serve as reps should attend the first SSA meeting in the fall.

Connie Sponheim indicated interest in serving as Sub Association VP. This is an interim position, till regular elections are held next Spring.

Labor/Management Meeting (May 18). Besides finalizing (hopefully) the MOUs regarding dropped assignments in AESOP and minimum pay for 16-day subs, we got assurances that Payroll will check our list of subs who may be owed TRI for 2012-13, 13-14 and 14-15 school years. We also discussed protocols regarding student head injuries (any suspected head injury must be seen and attended to by a nurse), subjects for sub training, and difficulty filling last-minute sub jobs. Also, the number of incorrectly listed half-day jobs has been significantly reduced.

Meeting with WEA regarding incorporating sub-specific ideas in WEA sponsored professional development

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"

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. The proposed settlement is being reviewed by the district for the past few months.
- TRI - This was discussed at the May L/M meeting. We understand that Payroll is investigating the names on the "second list" provided to SPS in Feb. 2016. It is about time.
- Contracts. I just submitted a grievance based on language we just bargained. The district is supposed to issue leave replacement contracts to cert. subs in the same position over 90 days. I am the "guinea pig" in this one but the district has not replied to my request for a grievance meeting yet.
- Timely pay (certs, 16+ day jobs). We will be filing a grievance to enforce contract language which requires the district to pay state salary schedule from the beginning of a position, if HR knows from the beginning that the sub will be placed in as a long-term sub (16+ days).

Past grievances:

- Pay recovery for a sub who was wrongly denied pay based on her education/experience
- Removed IR and block from a sub who was wrongly accused by a parent.

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 (will be resigning as of September, 2017)

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 (for 2016-17): 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