

Seattle Substitutes Association Report - September, 2017

rev. 9/10/17

Peter Henry, President

Goals for the year: Our main goals are still **outreach and organizing SPS substitutes**, and preparing for bargaining a new contract.

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. We shared stories and celebrations from the current school year, and thanked Christina DeCarufel for her exemplary work as Sub Association VP. She now has a full-time job at Salmon Bay!

Connie Sponheim indicated interest in serving as Sub Association VP.

The "At Large" SEA board position will also be open.

We will be nominating officers at the September meeting and voting in October.

These are interim positions, till regular elections are held next Spring for a 2 year term.

We thank the following Association Reps for their service in 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

We also elected new Association Reps (see below), and we hope more will step forward at the September meeting..

Grievance / Labor/Management Meeting (August 18). Agreement in principle regarding pay for long-term cert positions. If subs are placed in known long-term positions, they should be paid at the state salary rate rather than the daily sub rate from the very beginning of the job.

Positive discussion on likelihood of placing subs in 90+ day assignments in "agreements" in lieu of contracts, at the beginning of the assignment.

1.1 FTE grievance from Rainier Beach - we were told to check back at the September L/M meeting.

Discussion of how longer student day will affect subs. Classified subs are hourly and their days on M, T, Th and F don't change (usually 7 hrs for Paras, 8 hrs for SAEOPs). AESOP is still struggling to get start/end times correct.

No timeframe for electronic timekeeping ☹

District found about 50 subs had been paid at wrong rate (too low a salary step). SEA was promptly notified and subs' pay was corrected.

SSA Board Meeting (August 31). We set up a schedule for meetings.

First SSA meeting (September 28) - Please come to our first meeting of the year! We are waiting for confirmation from SVI which was a popular site last year.

PD for new subs and trainers (Oct. 13). This is a training being coordinated by WEA and SPS to assist new subs and to train experienced subs so we can do trainings.

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 - The second sub list for 2013/14 has been reviewed. I submitted a revised list for 2012/13 and I still need to do this for 2014/15. I am waiting for some information from the district.
- Contracts. It seems district wants to issue "agreements" instead of "contracts" - I see no problem with this so long as all benefits are consistent. We started conversations on how to implement this at the beginning of long jobs.
- Timely pay (certs, 16+ day jobs). Agreement in principal. Check up at next L/M meeting.

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

Vice President - Open

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, Justin Vinson,

If you think you are or want to be a rep and your name is not on the list, please let me know, and plan on attending the first Sub Association meeting on September 28 (location not confirmed!)

Schedule for 2017-18 (preliminary):

Sept. 18 - SEA Rep. Assembly (South Seattle CC, Georgetown)

Sept. 20 - SPS board meeting - presentation of "Sub Friendly" schools for 2016-17

Sept. 28 - SSA meeting, location TBD (need confirmation from SVI)

Oct. 2 - SEA all-day board meeting (SEA offices)

Oct. 9 - SEA Rep. Assembly

Oct. 12 - SSA board meeting, location TBD

Oct. 26 - SSA meeting

Nov. 6 - SEA board meeting

Nov. 13 - SEA Rep. Assembly

Nov. 30 - SSA meeting

Dec. 4 - SEA board meeting

Dec. 11 - SEA Rep. Assembly

Dec. 18 - Jan. 1 - Winter break

Dec. 28 - SSA board meeting, location TBD

Jan. 8 - SEA board meeting

Jan. 15 - Martin Luther King day

Jan. 18 - SSA meeting

Jan. 22 - SEA Rep. Assembly

Feb. 5 - SEA board meeting

Feb. 12 - SEA Rep. Assembly

Feb. 15 - SSA meeting. Review Sub Friendly applications.

Feb. 19 - 23 - Midwinter break

Mar. 5 - SEA board meeting

Mar. 12 - SEA Rep. Assembly

Mar. 22 - SSA meeting

Apr. 2 - SEA board meeting

Apr. 9 - 13 - Spring break

Apr. 16 - SEA Rep. Assembly

Apr. 19 - 21 - WEA annual assembly, Spokane

Apr. 26 - SSA meeting

May 7 - SEA board meeting

May 14 - SEA Rep. Assembly

June 4 - SEA board meeting

June 7 - SSA year-end celebration

June 11 - SEA Rep. Assembly

Contact us at seattlesubs@gmail.com or phenry@u.washington.edu