

Seattle Substitutes Association Report – October, 2017

rev. 10/8/17

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 General Meeting (Sept. 28). Because they were the only members nominated, we elected Stan Strasner as our new Vice President and Justin Vinson as our new "at large" board member. David Posner continues on the Sub Association board as District Liaison. These are interim positions, till regular elections are held next Spring for a 2 year term.

We also elected new Association Reps Dan Troccoli and Linda Zbigley.

A committee was formed to make recommendations re: a new "Sub Friendly" nomination/selection procedure, at our October meeting. If you have ideas please contact Peter Henry, Roberta Lindeman or Justin Vinson.

Labor/Management Meeting (Sept. 26). Check back in yet one more month about people to be paid for 1.1 FTE grievance. Several cert subs were paid at their contract rate from the start of their long-term positions, hooray Monica! We pressed SPS to allow teachers the ability to select non-senior as well as senior subs. Currently they need to get this done through the admin. secretary. We also reviewed problems with job posting times, for both cert and classified subs. There was agreement that it would be a good idea for classified subs to be able to attend selected PD on "early release" Wednesdays but no mechanism was proposed to make sure they are paid for a full day. We also determined that in theory all employees need to do "Safe Schools" online training yearly.

Sub "Fail to Fill" Committee Meeting (Oct. 5). The district has renamed the "sub shortage" committee because they realize there is no sub shortage, but there is still a problem for them of filling last-minute requests, often in south-end elementary schools. We will be polling membership to find out how much subs are working. There is a shortage of para subs. Part of this is due to inadequate training.

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. This is by invitation only.

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 need to check up this and follow up.
- Contracts. The district is agreeable in theory to issuing contracts with flexible end dates (e.g. if teacher who is on leave comes back early). But no procedure is in place yet.

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 - Stan Strasner

Elisabeth Lavaris, Secretary/Treasurer

Pat Robertson - Past President

Jan Bowersox - Professional Development Director

Karin Engstrom - Membership / Communications Director

David Posner - District Liaison

Justin Vinson - At-Large SEA Board member

Association Reps (for 2017-18): Idore (Helen) Anschell, Josh Harper, Darrin Hoop, Roberta Lindeman, Matt Maley, Rickie Malone, Ida Ott, Karen Ritter, Dan Troccoli, Linda Zbigley

If you want to be a rep, please let me know, and plan on attending the next Sub Association meeting.

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