

# Substitute Voice



November-December 2017

## **These people represent YOU!**

President: Peter Henry  
Vice President: Stan Strasner  
Past President: Pat Robertson  
Secretary/Treasurer: Elisabeth Lavaris  
Professional Development: Jan Bowersox  
Communications: Karin Engstrom  
At Large SEA Board Member: Justin Vinson  
District Liaison: David Posner  
SEA Uniserv Representative: Temple Robinson  
Community Coordinator: Dan Troccoli

## **Association Representatives** 2017-18 School Year

- Helen Anschell
- Josh Harper
- Darrin Hoop
- Karen Jackson
- Kevin Last
- Roberta Lindeman
- Matthew Maley
- Rickie Malone
- Molly O'Neal
- Ida Ott
- Karen Ritter
- Edith Ruby
- Dan Troccoli
- Linda Zbigley

Contact us:  
seattlesubs@gmail.com

## **A Day of PD for Guest Educators** by Sharon Peaslee

I received an unexpected and somewhat mysterious invitation to participate in a day of training for Guest Teachers on October 13. Curiosity won out and I went. I'm glad I did. It was a step in the right direction. For starters, our job was recognized as being important. We were regarded as teachers, not subs (things that float below the surface). The professional development was high quality, with a focus on what we need to do our unique jobs well. I discovered that many of my colleagues would rather work as Guest Teachers than as full time teachers. For some it's a job of choice.

We are many, but we are not enough. In Seattle there are 925 certificated teachers, 393 paraprofessionals, and 125 SAEOPs. The daily job postings far outnumber us. Since I have been asked to write this, I will say very plainly that in my opinion there are two significant ways to attract more Guest Educators. One is this kind of professional development, which was relevant and respectful. The other is participation in SEA benefits such as Health Insurance. Most of us cover our own, and it's an unacceptably high cost given our per diem pay.

WEA created the workshop and is committed to making it available to more districts and educators.\* They want our participation and input. I encourage anyone given the opportunity to take advantage of it and help make us a more robust and recognized group of educators.

(\*At the 2015 WEA Representative Assembly, Jan Bowersox proposed an NBI (New Business Item) to have WEA develop better substitute training. This is the direct result from her efforts.)

## **October Blitz** by Stan Strasner

In October, SEA reps and board members visited school buildings throughout Seattle Public Schools in what is referred to as a "blitz" - although, it's a little friendlier than the name would suggest. The goal was to check in with as many members as possible about their buildings and how they felt about the direction of Seattle Education Association.

Two sub association reps participated in this blitz - Stan Strasner and Justin Vinson. Educators were very eager to share what was and what wasn't working in their buildings. Among the top issues were class sizes, new curriculum implementation, and early release Wednesdays. Educators got the sense that they were still not getting the professional respect they had earned.

This blitz has been a clear reminder of how vital the fight for fully funding schools will be for educators. With McCleary back in the supreme court, SEA members need to be ready to push the state to fulfil their paramount duty of amply funding education. Educators, students, and families have been waiting too long already.

## **Resources on the SEA website from the Substitute Association:**

<http://www.seattlewea.org/sea-substitutes-resources/>

- ⇒ Best Practices for Substitute Friendly Schools - Developed over a year long discussion, SSA adopted this to encourage schools to treat substitutes professionally. A good handout for schools and staff. You can post it on the SEA bulletin board in the staff lounge if it isn't there already.
- ⇒ Sub plans for Certificated, Elementary & HS-MS Para's and SAEOPs. When you accept a job a few days ahead, attach one of these to an email, introduce yourself and ask them to fill it out so that you will be prepared.
- ⇒ Our President, Peter Henry, puts out a monthly report on what the SSA is doing.
- ⇒ A directory of Job Categories and the acronyms
- ⇒ District-Wide Whole Child MTSS Framework
- ⇒ 2017-18 Substitute Handbook
- ⇒ Substitute Salary Schedule for 2017-18
- ⇒ Contract excerpts that relate to substitutes for Certificated, Paraprofessional and SAEOPs.
- ⇒ SSA Bylaws
- ⇒ The list of Officers and Association Representatives.

## **This is the year we will be organizing to bargain a new contract!**

It takes all of us to make sure we can make changes to the issues you feel important. If you are concerned, please attend our General Meetings and offer to help back up the substitute members on the Bargaining Team.

I was on the Bargaining Team in 2015, and had done much preparation in reading the contract, sorting out the surveys and listening to members, but during the summer months, we could have used more people doing research and back up. Think about volunteering some of your time to support the team.

Karin Engstrom, Communications

**Professional Development – It’s there, but you have to find it.**

♦ If you are a WEA member, Kim Mead sent you an email about their Professional Development Network and asked you to fill out an interest form. Go to: <https://www.washingtonea.org/pd/> As well, they are doing a survey – please take it. Go to: <https://www.surveymonkey.com/r/weaprofdev>

♦ Ultimate Civics is providing two “Teach-in for Educators” on November 18<sup>th</sup> and December 2<sup>nd</sup>. Riki Ott has designed an interactive civics curriculum. The day long PD is sponsored by Retired Teachers of King County. Contact Keitha Bryson at [ksbryson@q.com](mailto:ksbryson@q.com) to send you a flyer about the day long workshop. Clock hours are pending approval. She presented a 90 minute workshop at the Northwest Teaching for Social Justice on October 21<sup>st</sup>. Her website is: [www.ultimatecivics.org](http://www.ultimatecivics.org)

♦ As substitutes, District Professional Development must be accessed through Pam Panagiotou, Professional Development Specialist. Her email is [pcpanagiotou@seattleschools.org](mailto:pcpanagiotou@seattleschools.org)

♦ Utah State University offers full courses for Substitutes. To access STEDI go to: <https://stedi.org>

♦ Puget Sound Educational Service District (an OSPI agency supporting pre-school through K-12) offers many professional development classes. Go to their website: <https://www.psesd.org>

♦ Seattle Schools has paid for PSED online classes for Paraeducators That include Competencies, Literacy Strategies, Behavior Management, and more. Go to: [paraeducator.com](http://paraeducator.com)

**Sign up for the Substitute Schoology Page:**

1.) Go to your Schoology home page. If you have not yet logged in to Schoology, you may log in with your district email and password using the link from the district Sharp-school site: <http://www.seattleschools.org/district/departments/dots/schoologylms>. 2.) 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: QRKHC-C64X7 If you have a problem setting up your account, contact Kim Van Atta.

**Who is Monica Menchaca?**

Monica is a woman after our own hearts. She started out as a substitute in 2012. She worked in Recruiting and Transportation—good experience to know how to navigate the district. In 2013, she was hired into HR as a Staffing Specialist and then, Leave Department. In November 2016, she took the reins of our Sub Office and said, “Giddy up”. And we better!

She is from Peoria, Illinois. At some point after high school, she adventured out to California. For 18 years, she was a Real Estate Agent and Entrepreneur (Espresso Stands). She relocated to Seattle in 1996 working as a Front Desk Manager for the Westin Hotels and Resorts.

Monica is the oldest of five children and her door is open to her siblings—her sister & son and a brother live with her presently. She said, “Who needs kids?” A recent addition to her household is a 13 year old Minipoo named Grace. (A friend moved to another state and couldn’t keep her.)

She loves to cook, “But it’s more like an act of love.” She likes Mexican food and her favorite restaurant is the Fonda La Catrina. She wants to vacation somewhere on a beach.

(That’s where the California girl blossomed.) Black is her favorite color—“You can wear it with anything!” She likes alternative music and listens to KEXP!

We are lucky to have her and the school staff members say the same.



**Sign up for SSA’s Email Newsletter & Alerts**

We need to simplify our communication with you. MailChimp is a free group email service. We don’t fill your inbox. Send us your name, personal email, and whether you are a Cert, Para or SAEOP.

Email: [seattlesubs@gmail.com](mailto:seattlesubs@gmail.com)

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**Seattle Substitutes Serve Seattle School Staff & Students!**

<https://www.facebook.com/groups/SeattleSubs/>

**COME TO THE SEATTLE SUBSTITUTE ASSOCIATION GENERAL MEETING**

THURSDAY, NOVEMBER 30TH, 2017

LIGHT BUFFET DINNER AT 4:30—GENERAL MEETING FROM 5—7 PM

ROOM 102—SEATTLE VOCATIONAL INSTITUTE

2120 JACKSON STREET—PARKING BEHIND THE BUILDING—NO PERMIT REQUIRED

A notice & RSVP link will go out in MailChimp and through the Sub Office

**SUBSTITUTE PARA-EDUCATORS! WE ARE ORGANIZING!**

Come to a meeting on Sunday, December 3rd from 1—3 pm

Delridge Branch of Seattle Public Library

5423 Delridge Way SW—Seattle, WA 98106

Help us figure out how we can meet locally in the 5 School District Regions!

We’ll discuss Professional Development & Training—Bargaining, District Issues!

Make a difference. An RSVP announcement will go out on MailChimp! Get yourself on that mailing list!