

Seattle Substitutes Association Report - November, 2017

rev. 11/11/17

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:

PD for new subs and trainers (Oct. 13). Planned by the district using WEA training based on materials provided by Jan Bowersox. About 20 altogether attended, including new subs and trainers. We think the SEA / Sub Association could have done a better job with outreach and training. Ya think?

Substitute Membership Matters (Oct. 23). We decided to work with sub Association Representatives to help organize subs in buildings. If you are a sub AR please stay tuned for more communications!

Labor/Management Meeting (Oct. 24). The district promised to finalize the 1.1 FTE grievance. The check is in the mail. Just kidding! Spirited discussion on problems in Payroll including multiple mistakes, lack of transparency in pay stubs, lack of timeline on electronic timekeeping etc. No solutions yet. Discussions about district plans for sub sick days starting in January. District wants to negotiate. Discussion on use of money reserved for sub PD and for creation of joint committee to plan PD. Discussion of problems inherent in AESOP including allowing teachers to select non-senior subs.

SSA General Meeting (Oct. 26). We heard a presentation from independent insurance agent Don Bazemore about signing up for insurance through the Affordable Care Act. We also signed up Molly O'Neil, Karen Jackson and Rickie Malone as Association Reps for 2017-18. We had a work session to gather ideas for bargaining. Also; the WEA bargaining conference is being held on Dec. 1 and 2. Check out this website for details:

<https://www.washingtonea.org/home/events/type/sql/event/3267/>

Election (Nov. 7). The Democrats now control the State Senate. Thank goodness.

Current grievances/actions:

- 1.1 FTE payment issue at Rainier Beach HS. Stan Damas, the director of labor relations, promised to contact the SEA with a settlement to be signed off by October 27. He reneged on this commitment and plans are being made to take this to arbitration.
- TRI - I think we are done here.
- Payroll issues - unaccountable mistakes with pay, impossibility of reviewing pay records, electronic timekeeping. The district is going to hire a project manager. In the meantime no action is being taken. If you have a payroll issue please contact me and submit a complaint to the Department of Labor and Industries:
<http://www.lni.wa.gov/WorkplaceRights/ComplainDiscrim/WRComplaint/default.asp>
- Cert 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.
- Sick leave for daily subs. This is state law starting January, 2018. John Donaghy, the Executive Director of the SEA, is assembling a team including subs and teachers to negotiate with the district. Time is running out!
- AESOP times. Monica is still working on getting schools to input times correctly. This is done differently for each school, especially for part-day assignments. The contract applies - assignments up to 3.5 hours (certs) are paid as half a day and assignments over 3.5 hours are paid as a whole day.
Early release Wednesdays are early release for kids - not for subs. We are expected to work the hours posted in AESOP which should reflect an entire day. Subs should participate in building PD if appropriate. If not we can work on the on-line "safe schools" trainings which should be done every year, or ask the office how you can help.

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 pherry@u.washington.edu

Officers:

Peter Henry, President phenry@u.washington.edu
Stan Strasner - Vice President
Elisabeth Lavaris, Secretary/Treasurer
Pat Robertson - Past President
Jan Bowersox - Professional Development Director
Karin Engstrom - Membership / Communications Director kecareerwoman@gmail.com
David Posner - District Liaison
Justin Vinson - At-Large SEA Board member jdvinson@seattleschools.org

Association Reps (for 2017-18):

Idore (Helen) Anshell
Josh Harper
Darrin Hoop
Karen Jackson
Devin Last
Roberta Lindeman
Matt Maley

Rickie Malone
Mary (Molly) O'Neil
Ida Ott
Karen Ritter karenritter96@msn.com
Edith Ruby
Dan Troccoli
Linda Zbigley

Schedule for 2017-18:

Sept. 18 - SEA Rep. Assembly
Sept. 20 - SPS board meeting
- "Sub Friendly" awards for 2016-17
Sept. 28 - SSA meeting, SVI
Oct. 2 - SEA all-day board meeting
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