

# Seattle Substitutes Association Report – December, 2017

rev. 12/9/17

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 Board Meeting** (Nov. 20). We discussed the newsletter, meeting programs, issues to bring forward at the WEA rep. assembly, negotiating strategies, how to do effective outreach to sub non-members, and how to have a more effective driving voice at the SEA rep. assembly.

**SSA General Meeting** (Nov. 30). Past SSA president Rick Harlan talked about the genesis of "sub friendly" and taught us a song about Substitute Educators. He spoke about recognizing subs for the crucial work we do. He is a fighter for justice in our ranks!

I presented some ideas from "sub sick day" negotiations and collected some comments. After Rick's talk we gathered more in-depth ideas for upcoming contract negotiations.

**Para sub meeting** (Dec. 3) - Thank you Karin Engstrom for starting to organize para subs! The first meeting was at the Delridge library. Others will take place throughout the district.

**SSA Prof. Dev. committee** (Dec. 7). We are on track to develop an additional day of training for new cert subs, to enhance new hire orientation training developed by Jan Bowersox. We will present this to SPS. Para subs need specific new hire orientation training separate from that provided to certs. This needs to be developed. There's also a serious need for training for specific roles, such as caring for medically fragile students, students with autism, students who might be violent, etc. This training should be targeted at paras.

**Labor/Management Meeting** was postponed till January.

## **Current grievances/actions:**

- **1.1 FTE grievance** at Rainier Beach HS. Happy day! SPS sent us a proposed agreement, with money attached! I sent it back because it did not have the spreadsheets attached that it referred to. But I expect those subs who are still alive will be paid what they are owed ... soon.
- **Payroll issues.** No change from last month. Mistakes with pay, impossibility of reviewing pay records, etc. The district is going to hire a project manager but we do not know what specific 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, and none is likely until we apply some pressure.
- **Sick leave for daily subs.** This is a go! SEA and SPS have met twice so far in an "interest based bargaining" process. This is time consuming and can be useful for some, if not all, issues. In the meantime the district will track hours worked starting on Jan. 1 and subs will start accumulating sick time at the rate of 1 hour earned per 40 hours worked. This is a different formula than used for current employees, where sick leave is based on days (not hours) worked, and is earned at a rate of 1 day per 20 days worked. Equity is important for us, and we feel strongly that subs should earn and be able to use sick time like other SPS employees.
- **AESOP times.** Monica is doing yeoman work at the sub office to get schools to adhere to standards for inputting time. David Posner is tracking this for the subs. The system is working way better now than in September, many thanks to David and Monica. The contract applies - assignments up to 3.5 hours (certs) are paid as half a day and over 3.5 hours are paid as a whole day. This hasn't changed since at least 1982.
- **Early Release Wednesdays.** These are not early release days for subs. We are expected to work the hours posted in AESOP which should reflect an entire day. Subs may participate in building PD if appropriate. If not we can work on the on-line "safe schools" trainings, required yearly, 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](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](mailto:pHenry@u.washington.edu)

**Officers:**

Peter Henry, President  
Stan Strasner - Vice President  
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

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**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](mailto:seattlesubs@gmail.com) or [phenry@u.washington.edu](mailto:phenry@u.washington.edu)