



TBU President's Memo

Shane Stagg, President

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March 2021

Addressing Oppression and Colonialism – District 13 recognizes the importance of prioritizing conversations that address racism, oppression and colonial practices. We are working toward making structural and procedural changes to move forward in a meaningful way.

Staffing Timelines – The staffing timelines for the upcoming transfer rounds and surplus process are posted on our [district website](http://d13.osstf.ca) (d13.osstf.ca) under Publications and President's Memo as an attachment at the bottom of the page. The first round of job postings will go live on March 31. Surplus teachers can expect to be notified by their principal by that same date. Staffing is assigned to schools based on projected student enrolment in a joint process between the Board and District 13. This year is expected to be a typical staffing year with a usual number of surplus teachers and ample positions available to be filled. A teacher becomes surplus to their school if the staffing allotment to the school is less than the number of teachers on the staff list to return in the following September. The surplus process allows those teachers to find positions or be placed in other schools in the Board that have positions to fill. Last spring, changes to the funding model by the Ford government generated a tremendous number of surplus teachers and even redundancies. Circumstances this year will not be the same. Members with concerns or questions about the surplus process are encouraged to contact the District Office for support.

ANYONE wishing to apply for a position will be required to set up a profile on ApplytoEducation.com. Instructions on how to do this can be downloaded from the bottom of the "Recruitment" page under "My Employment" on the DDSB Portal (spark.ddsb.ca).

District Annual Meeting – Timelines for items related to the District Annual Meeting can be reviewed in the February edition of Inprint starting on page 13 and can be found under the Publications menu item of the [district website](http://d13.osstf.ca) (www.d13.osstf.ca). The deadline for nomination for elected positions is April 8th. Information regarding nominations is available on the [front page of our website](#). The March edition of Inprint will include ads for elected positions. The meeting will be held online on Thursday, May 6th. Information on how to register for the meeting will be shared with members later by email.

Social Media – Members should be aware of the OCT Professional Advisory on the Use of Electronic Communication & Social Media. This is not new but it is still very relevant. The advisory can be found on our [district website](http://d13.osstf.ca) (d13.osstf.ca) under the menu item Flip Chart then Social Media. The Board is sensitive to online posts by its employees that may not align with the Board's values or that may have a negative impact on the reputation of the Board. Page 6 of the advisory has a heading that reads Act Professionally that includes the following items:

- Consider whether any posting may reflect poorly on you, your school or the teaching profession.
- Avoid online criticism about students, colleagues, your employer or others within the school community.
- Avoid impulsive, inappropriate or heated comments.
- Ensure that your comments do not incite others to make discriminatory or other professionally unacceptable comments.

Members should be aware that even posts made in an online environment where there is an expectation of privacy can be copied or shared in a way that captures the attention and concern of the employer.