



# President's Memo

Dave Barrowclough, President

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January 24, 2017

**1. Surplus and Hiring Timelines for 2017/2018** – Attached to this President's Memo you will find the timelines for this year's joint staffing process between District 13 and the DDSB. Once again, we are anticipating that there will be members of the bargaining unit declared surplus to their schools as we continue to see a shift of student population around the board. We are also continuing to be affected by a slight decline in overall enrollment. With no school closures and no announced major shifts in programs, there aren't any other major factors at the time of writing. The declaration of surplus is determined by regional seniority (length of time in the bargaining unit). Only after all of those permanent teachers have been hired/placed and internal composite posting #3.1 has occurred will jobs be posted internal/external so that applicants from outside the bargaining unit may apply (following the provisions of Reg. 274). Collective agreement provisions with respect to the staffing and job application process will be in effect:

- A) *If there are remaining permanent positions* after all surplus teachers have been placed (May 24<sup>th</sup>) an Internal Composite posting #3.1 (June 2<sup>nd</sup>) will be made available to all permanent teachers, but, in particular, this posting will be the first opportunity for Con-Ed and Part-time permanent teachers to apply as internal candidates. Continuing Education and Part-time permanent teachers who wish to be considered as full-time internal candidates for the #3.1 round must declare their interest in writing to Lamia Sabbagh, Chief Negotiator at [lamia.sabbagh@d13.osstf.ca](mailto:lamia.sabbagh@d13.osstf.ca) and Mark Fisher, the Superintendent of Education/Operations at [mark.fisher@ddsb.ca](mailto:mark.fisher@ddsb.ca) prior to the first internal round of composite postings (March 31<sup>st</sup>).
- B) *If positions can go external*, the following contract language applies to all permanent positions, "for any internal/external posting where applicants' Certificates of Qualification match a job posting, all such internal applicants will be interviewed before external applicants are interviewed. If a short list is created from among those internal applicants, then an internal applicant will be hired."

Members should also be aware that all hiring, including the Headship round in February, and all composite rounds will continue to be done through [ApplytoEducation.com](http://ApplytoEducation.com). This means that ANYONE wishing to apply for a position in another school will be required to set up a profile on [ApplytoEducation.com](http://ApplytoEducation.com). Instructions on how to do this can be downloaded from the bottom of the "Hiring" page under Employee Relations on the DDSB's portal. If you have any questions about the posting process or with seniority, please call the District 13 Office.

**2. Social Media / Texting** – The Federation's advice to members remains the same, it is best to avoid all social media and or electronic communication with students. We understand that there is considerable pressure from parents, students and administrators to engage in social media. The board should be doing more to make members aware of the very real consequences of doing so. Should you decide to ignore the Federation's advice, *we would then strongly urge you to carefully read both the DDSB's policy 3103 (available through the portal) and the OCT's advisory on electronic communication (available on their website).* **At no time, or for any purpose, would it be viewed as acceptable to have a student's cellphone number in your possession and to engage in communication with students through a means whereby the DDSB does not have complete oversight.** This includes group texts from your personal device. Your Principal will have to be given both the log in and password for any social media account which you use for school business. This is a very serious matter and we urge members to make careful decisions about its use, including any personal accounts which the member may have.

3. **Grid Pay Increase** – As part of the central agreement 2014-2017, a Semester 2, 0.5% increase will be applied across the grid. This will bring the maximum group 4 salary to \$96,062. Each step of the grid will be increased by 0.5% and rounded to the nearest dollar. Facilitator and Department Head Allowances will also receive this increase.
4. **Reduction in Extra Degree Allowance Pay** – The Central Table did not allow for permanent increases to the extra degree allowances, only the 1% “lump sum” payout that was not enshrined on the grid. Increases were, however, included in many of the Districts’ Collective Agreements around the Province, including the District 13 TBU / DDSB collective agreement. The Board has been directed to cease paying the 1% increase to the extra degree allowance in September. The correct rate of annual pay is \$1,152. The board has been paying at a rate of \$1,164 since September. The DDSB is not going to claw back the amount over paid. As all salary changes were Centrally Bargained, the language in our local agreement is superseded by the central agreement.
5. **Negotiations Priority Surveys** – At the time of writing this memo, there are no planned continuations of Contract Extension talks with the government. While that could change, we are moving ahead in preparing for a round of bargaining to commence in the spring. This will be the second round of bargaining with two tables, a central one, and a local one. The items that will be discussed at each table have yet to be determined, but with two different tables we need to establish priorities at each. Provincial Office is going to conduct an on-line central bargaining survey which will be available from **January 30<sup>th</sup> to February 10<sup>th</sup>**. Members will be required to log on to the PROVINCIAL website to complete the central table survey. To access the survey, members will need to click on the yellow login button at the top of the Provincial website ([www.osstf.on.ca](http://www.osstf.on.ca)), followed by clicking on “Accounts Login”. Proceed to enter your membership ID (number on your Edvantage Union Card) and your password. If you have forgotten your password you can click on the “forgot password” link which will send an email to the email address on file at Provincial Office, or you will have to call Provincial Office for support. You can contact the District13 Office for help with your membership ID. Locally, we will be conducting a local bargaining priorities survey at the February Staff meeting. This survey will provide guidance in writing our local brief and setting priorities for the local table when we begin bargaining. Having a strong response to both of these surveys is very important as it is the best way for both Provincial and Local Leaders to gauge the priorities of the membership.
6. **Federation Family Education Fund** – The Ontario Secondary School Teachers' Federation established this fund to assist apprenticeship programs. Ten \$1,500 bursaries are available this year. Please see the Provincial website for the required criteria for eligibility. **Only online applications will be accepted. The online form can be found on the Provincial OSSTF website in the “Awards, Scholarships, Grants and Bursaries” section under the Services tab on the front page.**  
**\*\*\*Applications must be received at OSSTF/FEESO Provincial Office no later than April 15, 2017\*\*\***
7. **Annual Family Day Skate and Food Drive** – Once again, we are holding our Family Day skate at McKinney Arena located at 222 McKinney Dr. in Whitby. The free skate will be held on Monday February 20<sup>th</sup> from 1 – 3 pm. We ask that members bring non-perishable food items for donation to local food banks. There is no cost to families of District 13 OSSTF members. Please contact your Branch President for tickets.
8. **District 13 Email** – Are you receiving information from District 13 to your personal account? If not, email [ryan.kelly@d13.osstf.ca](mailto:ryan.kelly@d13.osstf.ca) from a non-board email address. Indicate your school or that you are an occasional teacher and we will add you to the District 13 email list.
9. **Inprint13** – During the week of February 6<sup>th</sup> to 10<sup>th</sup> a new edition of Inprint13 will be published. Limited hard copies will be delivered to schools or you can download a PDF copy from the Publications page on the District 13 OSSTF website ([www.d13.osstf.ca](http://www.d13.osstf.ca)).