



Canadian soldiers celebrating their victory at Vimy Ridge in 1917 (Archives Canada)

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President's Message:

A lot has happened in the past couple months and the staff at the District Office have been busy supporting members on a variety of issues. I would like remind everyone to be cognizant of the types of comments that are made to students and to classes and how the students may perceive these comments. Many comments and actions which may be perfectly clear to one person may be perceived as offensive to another. Perception isn't always an easy thing to predict but if we all remain professional with our comments and try to avoid the use of slang, sarcasm and innuendos, we can limit the probability of something being misinterpreted.

The POR situation continues to be unresolved and the Board is moving ahead with the implementation of their new model. I have had many conversations with the Provincial Office regarding this situation and we seem to be in a grey area regarding process and estoppel notification. We will not be able to grieve the changes until a violation of the current process occurs (such as an incumbent not being successful in maintaining their current position). Should this occur, the local grievance committee will meet to decide on the merits of the grievance and follow the grievance procedure as outlined in the Collective Agreement. This may take some time to resolve, especially if the issue is taken through the arbitration process, and in the meantime all our members who are going through this process need to be aware of what the new process is. The PowerPoint which was used at the Board's POR information workshops on October 27 and November 3 has been put up on BWW for anyone who is interested to view. *Continued on Page 2*

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THE OPINIONS EXPRESSED IN SIGNAL ARE
THOSE OF THE AUTHORS AND DO NOT
NECESSARILY REFLECT THE VIEWS AND/OR
POLICIES OF DISTRICT 16 AND OSSTF

**2012 Provincial Amie Award
Winner for Best Newsletter**



Please review the most recent update which is in the Nov 2 weekly email regarding the Bill 115 remedy and the Collective Agreement extension talks. As soon as we hear more we will send it out to all of our members. If you have not been receiving our emails on your non-board email, please first check your junk mail folder and then contact the District Office to make sure we have your current email address. You can also log into the Provincial OSSTF website and check for announcements on the “My OSSTF” page.

Remembrance Day is almost upon us. Veterans Affairs Canada has a lot of resources available for educators on their website (<http://www.veterans.gc.ca/eng/remembrance/information-for/educators>) and for those of us who always struggle keeping our poppies attached, here is a link to a news clip with a few ideas on how to keep the poppies attached: <http://www.ctvnews.ca/canada/how-to-keep-your-remembrance-day-poppy-in-place-1.2088813>.



D16 Conference Funding

OSSTF Funding is available for members initiated conferences and workshops that are attended between July 1 and June 30.

OSSTF/FEESO

for more information go to www.d16.osstf.ca/Conference-Funding

DISTRICT 16

Are you working part-time and looking to increase your FTE?

This year the Board will pilot a Mid-Year Transfer Process for the purpose of allowing part-time secondary contract teachers to increase their FTE.

Briefly, any part-time teacher will be able to apply to any posted Semester 2 vacancy at a higher FTE than their current Semester 2 assignment. In other words, a part-time teacher may apply to a vacancy in another school only if the teacher's current Semester 2 assignment is less than the posted vacancy. For example: a part-time teacher currently assigned one section in Semester 2 may apply for transfer to vacancies of two or three sections. A part-time teacher currently assigned two sections in Semester 2 may only apply to a three-section vacancy. Teachers whose current assignment is in Semester-1-only may apply to any Semester 2 vacancy.

Incumbent at the end of your POR?

The first POR vacancy list will be posted on Nov 14, 2016. All PORs whose term ends June 2017 will be listed, and there will be no indication of 'incumbent will re-apply'.

If you are an incumbent whose term is ending this year, and you have decided whether or not you will reapply to your POR, you are invited to inform the D16 office prior to 3:30 pm Friday Nov 11, 2016, by phone at (905)836-5954 or by email to d16.office@osstfd16.on.ca. Please use the subject line 'INCUMBENT' and provide your school name and the POR (subject) you hold, as well as whether you will re-apply or not.

Beginning on Nov 14, 2016, any member may call or email the D16 office to ask, regarding a specific POR vacancy, "will the incumbent re-apply?", and the office will be able to answer "YES", "NO", or "We Don't Know".

Continued on page 8



There will be three vacancy lists. The first vacancy list, to be posted Monday December 12, will be open only to Part-Time contract teachers to increase their FTE in Semester 2. The second, to be posted Wednesday December 21, will be open to part-time teachers to increase their FTE, and to OTs who will be considered in compliance with Reg 274, if there are no contract teacher applicants for the position. The third vacancy list will be posted January 16, 2017, for OTs only (for new contract hiring).

Schools who have vacant sections for Semester 2 must first offer those to part-time teachers in the building, in seniority order. After each round of transfers, any school with new vacancies must offer those within the building before posting on the next Vacancy list.

The new Secondary Staffing Timelines, incorporating this new process, are posted on bww under Secondary Staffing, and will be available to all members through our website.



HOT TOPICS

Hot Topics represent current issues that have come to and are being addressed by the district office and have an immediate impact on members.

WATCH YOUR WORDS

A reminder to members to please be careful of the topics you bring up with students and the wording within these conversations. Stick to your course curriculum and if you have non-curricular conversations with a class remember to keep your personal bias and opinions to yourself.

CHANGE IN ADDRESS?

If you have moved recently or have forgotten to inform the school board of your correct/new home address you must do so immediately. When it comes time for our district to move over to the OSSTF Benefits Plan, the school board will be providing the information required to sign you up for the new plan...i.e., your personal home address. There will also be OSSTF mailings sent to the home addresses of our membership closer to the time of the switch over. If you are unsure whether the board has your correct info you can inquire by emailing hrrs@yrdsb.ca

ABSENCES

A reminder that members could be asked for a medical note if they STAR out using the 'personal illness' code before or after a holiday, on a PA Day, or even on days such as Black Friday if the board perceives a pattern from years previous.

November 2016

OSSTF D16
**Maternity/
 Parental
 Leave
 Workshop**

When: Tuesday, November 22nd at 4:15pm
Where: OSSTF District 16 Office,
 110 Pony Drive, Unit 6 Newmarket
RSVP: d16.office@osstfd16.on.ca

OSSTF District 16

MEMBERS WHO ARE ALSO PARENTS

If you are an OSSTF member and you are also a parent of a student in school you are reminded of your obligation under the Teaching Profession Act with regard to adverse reports against other teachers – in this case your child's teacher(s). Please keep the tone of your communications respectful, and the content focused on your child's achievement and individual needs. Where possible, have a non-teacher spouse or family member address concerns with your child's teacher. If necessary, you may contact our office or your Branch President for support communicating with another D16 member.



www.d16.osstf.ca



Thinking About Retirement?

District 16 will be offering a retirement workshop! All members are welcome:

January 19th, 2017

**To reserve a spot email Daniela:
d16.office@osstfd16.on.ca**



Health & Safety Committee

Indoor Temperatures During Cold Months

Are your job duties normally indoors? Is the temperature in your workplace or classroom below 18 degrees Celsius? If you answered yes to both of these questions, then inform your Principal/Supervisor that the room falls below the limits as set out in the Occupational Health and Safety Act (OHSA).


The following are the sections of the OHSA regulations that apply:

128.

- (1) Replacement air shall be provided to replace air exhausted.
- (2) The replacement air shall,
 - (a) be heated, when necessary, to maintain at least the minimum temperature in the workplace specified in section 129;
 - (b) be free from contamination with any hazardous dust, vapour, smoke, fume, mist or gas; and
 - (c) enter in such a manner so as,
 - (i) to prevent blowing of settled dust into the workplace,
 - (ii) to prevent interference with any exhaust system,
- (3) The discharge of air from any exhaust system shall be in such a manner so as to prevent the return of contaminants to any workplace. R.R.O. 1990, Reg. 851, s. 128.

129.

- (1) Subject to subsection (2), an enclosed workplace shall be at a temperature,
 - (a) suitable for the type of work performed; and
 - (b) not less than 18 degrees Celsius.
- (2) Clause (1) (b) does not apply to a workplace,
 - (a) that is normally unheated;
 - (b) where the necessity of opening doors makes the heating of the area to the temperature specified in clause (1) (b) impracticable;
 - (c) where perishable goods requiring lower temperatures are processed or stored;
 - (d) where radiant heating is such that a worker working in the area has the degree of comfort that would result were the area heated to the temperature specified in clause (1) (b);
 - (e) where the process or activity is such that the temperature specified in clause (1) (b) could cause discomfort.

The Principal/Supervisor must then investigate the situation, have the problem rectified or relocate you to another work area such as the cafeteria, gym, library or another classroom. If the Principal/Supervisor does not act in a reasonable length of time and you believe that the condition is injurious to your health and safety, you may exercise your right to refuse unsafe work, under section 43 of the OHSA. If you believe this is the case please contact Scott West at the D16 office. 





STAR Secretaries by School

Below you will find a list of the STAR secretaries for YRDSB including their school, phone number, and extension.

SCHOOL	NAME OF STAR SEC	NUMBER	EXT.
Alex Mackenzie S.S.	Damani, Tanya	(905) 884-0554	402
Aurora H.S.	Harack Colleen	(905) 727-3107	150
Bayview S.S.	Chhim, Mary	(905) 884-4453	400
Bill Crothers S.S.	Latino, Angela	(905) 477-8503	1179
Bur Oak S.S.	Pileggi, Angela	(905) 202-1234	1184
Dr. Denison S.S.	Price, Nancy	(905) 836-0021	180
Dr. G W Williams	Butt, Lee	(905) 727-3131	157
Emily Carr S.S.	Spina, Nicole	(905) 850-5012	350
Huron Heights S.S.	Johnstone, Katie	(905) 895-2384	187
Keswick H.S.	Johnston, April	(905) 476-0933	1075
King City S.S.	Croghan, Daphe	(905) 833-5332	150
Langstaff S.S.	Matias, Tesse	(905) 889-6266	181
Maple H.S.	Carinci, Maria	(905) 417-9444	182
Markham D.H.S.	Terrigno, Emilia	(905) 294-1886	509
Markville S.S.	Chung, Michael	(905) 940-8840	184
Middlefield Cl.	Stagno, Lisa	(905) 472-8900	152
Milliken Mills H.S.	Wong, Shirley	(905) 475-8143	256
Newmarket H.S.	Herrema, Grace	(905) 895-5159	509
P.E.T.	Reynolds, Diane	(905) 887-2216	180
Richmond Green H.S.	Tsgmentis, Gina	(905) 780-7858	404
Richmond Hill H.S.	Dzamba, Barb	(905) 884-2131	1001
Sir W Mulock S.S.	Verling, Tara	(905) 967-1045	181
Stephen Lewis S.S.	Palmisano, Tanya	(905) 326-7994	181
Stouffville D.S.S.	Brillinger, Kim	(905) 640-1433	1183
Sutton District H.S.	Haynes, Tracy	(905) 722-3281	181
Thornhill S.S.	Smith, Katherine	(905) 889-5453	303
Thornlea S.S.	Muench, Joanne	(905) 889-9696	172
Tommy Douglas S.S.	Tomasone, Patrizia	(289) 342-0001	302
Unionville H.S.	Dickman, Stephanie	(905) 479-2787	443
Vaughan S.S.	Pereira, Domenica	(905) 660-1397	151
Westmount Cl.	Capsa, Larisa	(905) 882-0277	281
Woodbridge College	Cashmore, Zena	(905) 851-2843	180

Continued

As the Winter Holiday is around the corner, I hope all occasional teachers are busy and getting equitable work using the STAR system. I am kindly reminding any occasional teachers who still haven't provided an updated personal email (non-board email) to D16 OSSTF to do so via d16.office@osstfd16.on.ca. All time sensitive and important information will be sent out via email. Also, if you haven't received a YRDSB parking pass, you may request one from Daniela via email d16.office@osstfd16.on.ca. Any additional or replacement parking pass will cost \$5.

District 16 is looking for proposals for workshops for the May 5 OSSTF PA Day. If you are interested in submitting a proposal online check out d16.osstf.ca/paday.

As occasional teachers, we are constantly facing challenges in our workplace. Hence, please do not hesitate to call the D16 Office or send me an email to seek clarification. Finally, I would like to hear from you, any feedback relating to your work as an occasional teacher which may assist the OT Branch to make recommendations and seek solutions.



Message From OT Branch President

It is another kick off to a busy school year. The OT Executive met on October 20 and had a meaningful discussion on some of the ongoing issues that occasional teachers experience. OT representatives for various committees were also selected. Feedback and changes affecting occasional teachers are shared with the district executive for review.

Respectfully Submitted by:
Diane Truong
OT Branch President
email2dt@me.com



OSSTF PA Day May 5th, 2017

The OSSTF PA Day will be held this year on May 5th, 2017. The PA Day Committee will meet on November 15th at 4:15 PM at the District 16 Office. All members are invited to attend the meeting to help brainstorm some possible workshops for this year.

In Early December the committee will begin to review workshop proposals that have been sent in by members. If you have an idea for a great workshop, please send your ideas via the link on the website www.d16.osstf.ca/PADAY. We are asking that all proposals be submitted electronically as that is our way of tracking the proposals. In order for this day to be successful, we need input and workshops from members at large. Ideas can range from wellness workshops or proposing that teachers in a subject area boardwide work on a new curriculum or course.

Only Principals can grant members permission to attend external workshops outside of the options provided for the OSSTF PA Day.



OSSTF/FEESO DISTRICT 16
York Region DISTRICT SCHOOL BOARD
MAY 5, 2017
OSSTF
PROFESSIONAL ACTIVITY DAY
presented by OSSTF District 16 T/OT and York Region District School Board d16.osstf.ca/PADay

Call for Workshop Proposals

District 16 Subject-Based Professional Activity Day

We need workshop proposals for our subject-based Professional Activity Day on May 5th, 2017

- Do you have a great lesson or unit to share?
- Have you learned a great way to teach your course?
- Could you host a best practices session?
- Interested in sharing a method of reducing stress?
- Would you like to invite a guest speaker?

For Our Teachers By Our Teachers

Download and complete The Workshop Proposal Application at www.d16.osstf.ca/PADAY and email it to blair.vowles@osstfd16.on.ca

If you have questions, please contact the District Office at 905-836-5954.

#MirrorMirror
OSSTF/FEESO
PRESENTS
THE 2017
STUDENT
ACHIEVEMENT
AWARDS
IN HONOUR OF
MARION DRYSDALE

Student Achievement Award

OSSTF/FEESO invites student writers and artists to submit creative work exploring this year's theme: #MirrorMirror. Judging will be held at the school, District, Regional and Provincial levels. Eight provincial winners will be awarded \$1000 each in prizes and will be invited to our Annual General Meeting in March where a video showcasing their work will be screened. Deadline to the District office is Nov 18, 2016. www.osstf.on.ca/studentachievementawards





Vimy Ridge: Anniversary

The 100th anniversary of the Battle of Vimy Ridge will be marked in April 2017 with special events in France and Canada. The First World War's Battle of Vimy Ridge was fought April 9 to 12, 1917, in northern France. There, the Canadian Corps won a remarkable victory over the Germans, capturing the heavily-defended ridge that the Allies had previously attempted to take.

The 2016 Veterans' Week poster features the Canadian National Vimy Memorial in the foreground. This beautiful and richly symbolic monument commemorates Canadians who served during the bloody First World War. Engraved on its walls are the names of the 11,285 Canadians who died in France and have no known grave. Two towering pylons sitting on a massive base represent Canada and France. The monument also incorporates 20 large stone sculptures of figures that represent ideals for which Canada fought, such as truth, justice, hope and peace.

In the foreground of the poster, "Canada Bereft" is featured in detail: a striking statue of a woman, her chin forlornly resting on her hand as she gazes downward brooding over the graves of her valiant dead. The statue represents those who were left behind to mourn their loss.

An historical photograph taken during the Battle of Vimy Ridge completes the poster's design. It depicts the advance of the Canadian Corps' 29th (Vancouver) Battalion across No Man's Land and through the German barbed wire at Vimy. In total, some 3,600 Canadians lost their lives and over 7,000 more were wounded.

2017 marks the 150th anniversary of Confederation. It is very fitting that this same year includes the centenary of the Battle of Vimy Ridge, where many suggest that Canada came of age as a nation. (Veterans Affairs Canada, 2016)

DATES TO REMEMBER

POR Process Workshop (Board)

Thursday November 3, 4:00
Richmond Green SS

Remembrance Day

Friday November 11

Royal Agricultural Fair Event

Saturday November 12,
RSVP to Muna.kadri@me.com

POR Positions Posted (Board)

Monday November 14
Closes: November 16th

PA Day Committee Meeting

Tuesday November 15, 4:15 pm
District Office

Mat/Parental Leave Workshop

Tuesday November 22, 4:15 pm
District Office

Human Rights Com Meeting

Thursday November 24, 4:15 pm
District Office

CPAC Meeting

Tuesday November 29, 4:15 pm
District Office



Change in Personal Information?

Have you changed your LEGAL name, address, phone number or email? If so, please notify Daniela Miele at the D16 Office - d16.office@osstfd16.on.ca.

Are you an Incumbent re-applying for your POR?

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The Board has assured us that incumbents reapplying in good faith for their POR will be granted an interview, unless there have been concerns explicitly addressed with the incumbent during the current term. Before deciding not to grant the incumbent an interview, the Principal will be required to discuss the decision with the Superintendent. If the decision is not to grant an interview to the incumbent, the principal should have documented a process of addressing concerns regarding their performance of their professional and POR duties. After the interview, if the incumbent is not successful, the Principal must review the decision with the Superintendent.

Any unsuccessful applicant for a POR is entitled to feedback from the interviewer(s).




District 16 OSSTF
Excellence
In Education
GRANT PROGRAM


District 16 OSSTF Excellence in Education Committee provides grant money for projects that showcase the abilities and accomplishments of secondary school students within the community.

This year \$250 has been allotted for each school.

The goal of the Excellence in Education Committee is to support and promote the outstanding work and abilities of the secondary students of the YRDSB within the community.

For information and an application form please visit our website.



 d16.osstf.ca/ExcelEdGrant

District 16 OSSTF Executive 2016-2017

President & Provincial Councillor

Sandy Glassford, District 16 Office

1st Vice President

Doug Brydie, District 16 Office

Vice Presidents

Katrina Collins, Stouffville SS

Muna Kadri, Vaughan SS

Darryl Newbury, Thornhill S.S.

Treasurer

Terry Price, Occasional Teacher

Provincial Councillors

Iain Beaton, Unionville H.S.

Paul Bentley, King City H.S.

OT President

Diane Truong, Occasional Teacher

Chief Negotiator/Staffing Officer

Delfina Traxler, District 16 Office

Executive Officer

Gerry Harrison, District 16 Office

Communications/Political Action & Excellence in Education, Chair

Blair Vowles, District 16 Office

Educational Services Officer

Michelle Best, Vaughan SS.

Status of Women Chair

Vanessa Stoby, Middlefield CI

Human Rights Chair

Nicole Baxter, Middlefield CI

District 16 Officers

Health and Safety Officer

Scott West, District 16 Office



OSSTF/FEES

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