

EFFECTIVE
SEPTEMBER 1, 2023
TO AUGUST 31, 2026

November 17, 2025: All parties agreed to
amendments to clauses 3.4, 15.9 and 15.10.

PROVINCIAL COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE BOARDS OF EDUCATION AND THE GOVERNMENT
OF SASKATCHEWAN
AND THE TEACHERS OF SASKATCHEWAN

INDEX

Preamble	1
Article One – Application of Agreement	2
Article Two – Salaries of Teachers	3
Article Three – Recognition of Experience	9
Article Four – Allowances for Principals, Vice-Principals and Assistant Principals	11
Article Five – The Superannuation of Teachers	14
Article Six – Group Insurance	15
Article Seven – Duty to Accommodate for Disability and Sick Leave	17
Article Eight – Supplemental Employment Benefits Plan (SEB Plan)	22
Article Nine – Criteria for the Designation of Out-of-Scope Personnel	25
Article Ten – Teacher Personnel and Medical Files	26
Article Eleven – Dental Plan	28
Article Twelve – Other Leaves	29
Article Thirteen – Teacher Classification	31
Article Fourteen – Comprehensive Health Care Plan	32
Article Fifteen – Grievance Procedure	33
Article Sixteen – Teacher Assigned Time	36
Article Seventeen – Class Complexity	38
Article Eighteen – Accountability Framework	40
Appendix A – Form 8-I Application – Supplemental Employment Benefits	41
Appendix B – Form 8-II Confirmation of Date of Delivery, or Verification of Adoption or Surrogacy	42
Appendix C – Form 8-III Calculation – SEB Plan Payment	43
Appendix D – Form 7-I Verification of Sickness – Qualified Medical Practitioner’s Report	44
Appendix E – Form 7-II Second Opinion of Sickness – Qualified Medical Practitioner’s Report	45
Appendix F – Teacher Assigned Time	46
Appendix G – Memorandum of Understanding	48
Appendix H – Letter of Understanding – Task Force on Complexity/Classroom Support	50
Appendix I – Letter of Understanding – Policy Table on Violence-Free Classrooms	51
Appendix J – Letter of Understanding – Judicial Ruling Follow Up	52
Appendix K – Letter of Understanding – Year One Implementation of Article 17.1 and 17.2	53

P R E A M B L E

The Saskatchewan Teachers' Federation, the Saskatchewan School Boards Association and the Government of Saskatchewan affirm their commitments to a culture that holds the greater good of publicly funded education at the forefront of their behaviours.

The relationships in this culture are characterized by cooperation, trust, mutual respect and transparency while seeking common understandings.

The parties to this Agreement recognize the value of collaborative processes in support of negotiations in matters that are outlined in legislation and any other matters that we jointly agree to bargain.

The parties to this Agreement acknowledge that the work of all involved in the delivery of publicly funded education in Saskatchewan takes place on the lands of Treaties 2, 4, 5, 6, 8 and 10 and the homeland of the Métis. The parties to this Agreement support the spirit and intent of the Truth and Reconciliation Commission's Calls to Action within the context of the articles of this Agreement.

ARTICLE ONE

APPLICATION OF AGREEMENT

- 1.1 This Provincial Collective Bargaining Agreement, hereafter referred to as “this Agreement,” negotiated in accordance with *The Education Act, 1995*, shall be binding upon all teachers and boards of education in the Province of Saskatchewan and upon the Government of Saskatchewan.
- 1.2 The exclusive representatives of the parties to this Agreement are the two bargaining committees appointed from time-to-time pursuant to Section 234 of *The Education Act, 1995*.
 - 1.2.1 These representatives shall have the sole authority for negotiating from time-to-time for the settlement of grievances covered by this Agreement and for the appointment of members of an arbitration board pursuant to Section 261 of *The Education Act, 1995*.
- 1.3 Unless the context otherwise requires, all words, names and expressions used in this Agreement shall have the same meaning attached to them as are expressed or implied in *The Education Act, 1995*, and the Regulations thereunder.
- 1.4 This Agreement shall apply to every person defined as a teacher in accordance with *The Education Act, 1995*, excepting positions deemed out-of-scope in accordance with Article 9 of this Agreement. These employees shall herein be collectively referred to as teachers, or where the context requires, teacher.
- 1.5 **Effective Date**
 - 1.5.1 Subject to 1.5.2, this Agreement shall be effective from September 1, 2023, to August 31, 2026, and thereafter until revised in accordance with *The Education Act, 1995*.
 - 1.5.2 Where the first school day of the school year in any school or school division falls prior to September 1, this Agreement is in effect in that school or school division until the day immediately prior to the first school day of the school year.
- 1.6 Any reference in this Agreement to a board of education or board is deemed to include the Conseil scolaire Fransaskois and the Saskatchewan Distance Learning Corporation (SDLC).
- 1.7 *The Legislation Act, 2019*, shall apply.
- 1.8 Bargaining committees as described in Section 234 of *The Education Act, 1995*, shall be appointed and in place at all times.

ARTICLE TWO

SALARIES OF TEACHERS

2.1 The annual rate of salary of all full-time teachers for the period September 1, 2023, to August 31, 2026, shall be determined by the application of the following schedules according to the regulations governing the classification of teachers and the provisions of Article 3 hereof. For the purposes of this Agreement, salary shall include the annual rate of basic salary specified in Clauses 2.1.1, 2.1.2 and 2.1.3.

2.1.1 For purposes of the schedules set out below:

- (a) Any teacher who was assigned to a class and step on the salary grid in effect on August 31, 2023, will be assigned to the same class and step in the salary grid in effect September 1, 2023, unless the teacher qualifies for an increment.
- (b) Any teacher who has no teaching experience and who begins teaching in Saskatchewan on or after September 1, 2023, will be assigned to Step 1.
- (c) Any teacher who has previous teaching experience:
 - i) outside the province; or
 - ii) in Saskatchewan prior to September 1, 2023; the first time the teacher begins teaching after September 1, 2023, the teacher will be assigned to the same step as other teachers in Saskatchewan who have the same number of completed years of experience at that date.
- (d) Any teacher who has teaching experience in Saskatchewan at any time after September 1, 2002, and then has a break in service, when the teacher returns to teaching, the teacher will be assigned to the same step as other teachers in Saskatchewan who have the same number of completed years of experience at that date.
- (e) Any teacher who has teaching experience before September 1, 2002, will be assigned to the same step as other teachers in Saskatchewan who have the same number of completed years of experience at that date.

The annual rate of basic salary of all full-time teachers for the period September 1, 2023, to August 31, 2024, shall be determined by the application of the following schedule according to the regulations governing the classification of teachers and the provisions of Article 3.

STEP	CLASS C	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	51572	51572	51572	51572	61838	65342	69618
2		53402	53402	53402	64601	68212	72617
3		55299	55299	55299	67489	71205	75745
4		57260	57260	57260	70505	74329	79005
5		59291	59291	59291	73655	77596	82409
6		61396	61396	61396	76949	81001	85956
7		63577	63577	63577	80386	84557	89659
8		65831	65831	65831	83979	88266	93519
9		68168	68168	68168	87733	92142	97549
10		70589	70589	70589	91653	96187	101748
11		73094	73094	73094	95750	100409	106130

2.1.2 For purposes of the schedules set out below:

- (a) Effective September 1, 2024, it is agreed that Step 1 of the salary grid will be eliminated, and the step numbers in the salary grid will be updated to reflect this change, as outlined below. This update is administrative in nature only and will not affect any increment or negotiated salary increase to which the teacher is otherwise entitled.
- (b) Any teacher who was assigned to a class and step on the salary grid in effect on August 31, 2024, will be assigned to the same class and adjusted step in the salary grid in effect September 1, 2024, unless the teacher qualifies for an increment.
- (c) Any teacher who has no teaching experience and who begins teaching in Saskatchewan on or after September 1, 2024, will be assigned to Step 1.
- (d) Any teacher who has previous teaching experience:
 - i) outside the province; or
 - ii) in Saskatchewan prior to September 1, 2024; the first time the teacher begins teaching after September 1, 2024, the teacher will be assigned to the same step as other teachers in Saskatchewan who have the same number of completed years of experience at that date.
- (e) Any teacher who has teaching experience in Saskatchewan at any time after September 1, 2002, and then has a break in service, when the teacher returns to teaching, the teacher will be assigned to the same step as other teachers in Saskatchewan who have the same number of completed years of experience at that date.
- (f) Any teacher who has teaching experience before September 1, 2002, will be assigned to the same step as other teachers in Saskatchewan who have the same number of completed years of experience at that date.

The annual rate of basic salary of all full-time teachers for the period effective September 1, 2024, to August 31, 2025, shall be determined by the application of the following schedule according to the regulations governing the classification of teachers and the provisions of Article 3.

2023-24 STEP	2024-25 STEP	CLASS C	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
2	1	55005	55005	55005	55005	66540	70259	74796
3	2		56958	56958	56958	69514	73342	78018
4	3		58978	58978	58978	72621	76559	81376
5	4		61070	61070	61070	75865	79924	84882
6	5		63238	63238	63238	79258	83432	88535
7	6		65485	65485	65485	82798	87094	92349
8	7		67806	67806	67806	86499	90914	96325
9	8		70214	70214	70214	90365	94907	100476
10	9		72707	72707	72707	94403	99073	104801
11	10		75287	75287	75287	98623	103422	109314

2.1.3 For purposes of the schedules set out below:

- (a) Any teacher who was assigned to a class and step on the salary grid in effect on August 31, 2025, will be assigned to the same class and step in the salary grid in effect September 1, 2025, unless the teacher qualifies for an increment.
- (b) Any teacher who has no teaching experience and who begins teaching in Saskatchewan on or after September 1, 2025, will be assigned to Step 1.
- (c) Any teacher who has previous teaching experience:
 - i) outside the province; or
 - ii) in Saskatchewan prior to September 1, 2025; the first time the teacher begins teaching after September 1, 2025, the teacher will be assigned to the same step as other teachers in Saskatchewan who have the same number of completed years of experience at that date.
- (d) Any teacher who has teaching experience in Saskatchewan at any time after September 1, 2002, and then has a break in service, when the teacher returns to teaching, the teacher will be assigned to the same step as other teachers in Saskatchewan who have the same number of completed years of experience at that date.
- (e) Any teacher who has teaching experience before September 1, 2002, will be assigned to the same step as other teachers in Saskatchewan who have the same number of completed years of experience at that date.

The annual rate of basic salary of all full-time teachers effective September 1, 2025, to August 31, 2026, shall be determined by the application of the following schedule according to the regulations governing the classification of teachers and the provisions of Article 3.

STEP	CLASS C	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	56106	56106	56106	56106	67871	71665	76292
2		58098	58098	58098	70905	74809	79579
3		60158	60158	60158	74074	78091	83004
4		62292	62292	62292	77383	81523	86580
5		64503	64503	64503	80844	85101	90306
6		66795	66795	66795	84454	88836	94196
7		69163	69163	69163	88229	92733	98252
8		71619	71619	71619	92173	96806	102486
9		74162	74162	74162	96292	101055	106898
10		76793	76793	76793	100596	105491	111501

2.2 The rate of salary of a part-time teacher shall be in proportion to the percentage of time assigned to the teacher by the board of education.

2.3 Notwithstanding Clause 2.6 of this Agreement, a teacher engaged to teach a summer-school or night-school class shall be paid at a rate equivalent to the teacher's annual rate of salary according to this Article for each hour of time assigned by the employing board of education based on the following:

$$\frac{1}{\text{Number of school days in the school year}} \times 5$$

2.4 The board of education shall pay to every teacher who teaches on all the school days of a school year the teacher's full annual salary.

Provided that the term "annual salary" shall mean 40% of the annual rate of salary provided for the teacher by this Agreement in effect for the fall term of the school year plus 60% of the annual rate of salary provided for the teacher by this Agreement in effect for the spring term of the school year.

2.5 In determining the "annual salary" as defined in Clause 2.4, where a teacher is eligible for an increment on a date other than September 1 (or school-opening date if prior to September 1) or January 1, each month except July and August shall be deemed to have 20 teaching days.

2.6 If a teacher is requested by the board of education and agrees to render service on more than the number of school days in a school year, the teacher shall be paid for each additional day an additional sum computed on the basis of:

$$\frac{1}{\text{Number of school days in the school year}} \times \text{Rate of salary in effect}$$

2.7 The board of education shall pay to every teacher under a contract of employment in accordance with Section 200 of *The Education Act*, 1995, salary based on the following for each teaching day:

$$\frac{1}{\text{Number of school days in the school year}} \times \text{Rate of salary in effect}$$

- 2.7.1 The board of education shall pay to every teacher under a contract of employment in accordance with Section 200 of *The Education Act*, 1995, for fewer than all the school days of the school year, salary based on the following for each teaching day:

$$\frac{1}{\text{Number of school days in the school year}} \times \text{Rate of salary in effect}$$

- 2.7.2 Notwithstanding Clause 2.7.1, where a teacher under a contract of employment in accordance with Section 200 of *The Education Act*, 1995 for all the school days of the school year misses one or more days, the annual salary calculated in accordance with Clause 2.4 shall be reduced based on the following:

$$\frac{\text{Number of school days missed}}{\text{Number of school days in the school year}} \times \text{Rate of salary in effect}$$

The reduction shall occur no later than the end of the month following the month in which the absence occurred.

2.8 Redundancy Pay

- 2.8.1 In the event that the contract of a teacher is terminated by a board of education pursuant to Subsection 210(1)(b) of *The Education Act*, 1995, the teacher shall be entitled to receive a lump-sum payment of an amount determined:

- (a) regarding the first five years by multiplying

$$\frac{10}{\text{Number of school days in the school year}} \times \text{Rate of salary in effect}$$

PLUS

- (b) regarding years beyond the fifth year by multiplying

$$\frac{5}{\text{Number of school days in the school year}} \times \text{Rate of salary in effect}$$

for each consecutive year, or portion thereof, of the teacher's most recent actual uninterrupted service with that board. For the purposes of this Clause, "uninterrupted service" shall mean continuity of the contract of employment, or uninterrupted service in terms of consecutive school days, or both.

- 2.8.2 With respect to Clause 2.8.1(a), the Government of Saskatchewan shall reimburse the board of education its redundancy costs which exceed five days' pay for each of the first five years of service.

- 2.9 A teacher shall be entitled to receive full salary while absent for selection to and/or service on a jury or as a result of being subpoenaed to be a witness in court. Any remuneration provided by the court, other than expenses, shall be reimbursed to the employing board of education.

- 2.10** When a part-time teacher, with the approval of the board, attends an institute, convention, workshop or other in-service program on a time not regularly included in the part-time contract of employment, the teacher shall be paid for such attendance in accordance with the teacher's salary rate.
- 2.11** Upon submission of a written request to the Chief Financial Officer of a school division, a teacher shall be entitled to have deducted, from the teacher's salary payments, voluntary contributions to the Saskatchewan Teachers' Superannuation Plan or the Saskatchewan Teachers' Retirement Plan and/or to the Dr. Stirling McDowell Foundation for Research Into Teaching and Learning.
- 2.12 Professional Teachers Registration Fees**
- 2.12.1 Any and all fees required as a condition of employment for the annual registration of all certificated teachers with the Saskatchewan Professional Teachers Regulatory Board shall be paid in full on behalf of the teacher by the employer.

ARTICLE THREE

RECOGNITION OF EXPERIENCE

- 3.1** Except as provided elsewhere in this Article, each year of teaching service shall be given full recognition for increment purposes, the onus being on the teacher to provide evidence of such service.
- 3.2** For the purpose of this Article and subject to the provisions of Clauses 3.8 and 3.9, all teaching service shall be combined and given full recognition for increment purposes on the basis of 190 teaching days equalling one year of teaching service, the onus being on the teacher to provide evidence of such service. The board shall provide written confirmation of the teacher's recognition of experience and classification on the teacher's monthly statement of salary.
- 3.3** Following the granting of the first increment, the accumulation of days for subsequent increments shall begin at zero from the date on which the previous increment was granted.
- 3.4 Definition of Teaching Service**
- 3.4.1** For the purpose of this Article, teaching service shall be defined as service rendered as a teacher in a position requiring a valid teacher's certificate issued by the Saskatchewan Professional Teachers Regulatory Board (SPTRB) or a certificate recognized by the SPTRB as being equivalent to a Saskatchewan certificate.
- 3.4.2** Teaching service shall include service rendered in Saskatchewan government-funded prekindergarten programs, as well as kindergarten to Grade 12 programs or in programs which are recognized by the Ministry of Education as being equivalent thereto.
- 3.4.3** For the purpose of this Article, teaching service shall be further defined to include periods of time when a teacher holding a position as described in Clause 3.4.1 is in receipt of salary, partial salary or Supplemental Employment Benefits Plan (SEB Plan) benefits in accordance with Article 8 of this Agreement or in accordance with leave provisions of a local collective bargaining agreement.
- 3.5** Upon confirmation of employment with a board of education, or within such subsequent period of time as may be agreed by the teacher and the board of education, the teacher shall submit evidence of the teacher's previous teaching service to the office of the board. Except as provided elsewhere in this Article, previous teaching service shall be recognized by the crediting of one increment for each year of service up to the maximum of the teacher's class.
- 3.5.1** Teachers who request recognition of and provide evidence of previous service within 90 days of commencing employment shall receive all outstanding salary to which they are entitled retroactively to the commencement of their employment.
- 3.5.2** Teachers who request recognition of and provide evidence of previous service more than 90 days following the commencement of their employment shall receive all salary to which they are entitled effective the date upon which evidence of the additional experience is provided to the employer.
- 3.5.3** The provisions of 3.5.1 shall be waived or extended should the teacher provide evidence to the new employer of a formal request to past employers for documentation that recognizes past teaching experience which was subsequently not received within the timeframe specified in Clause 3.5.1.

- 3.5.4 If a previous employer will not or is unable to provide evidence of past teaching experience, the new employer shall consider other forms of documentation to support the claim of past experience. Other forms of documentation include: pay remittance statements, an employment insurance record of employment, a pension statement of remittances or an affidavit of employment from the past school administrator.

3.6 Related Experience

- 3.6.1 A committee shall be established consisting of an equal number of representatives of the board of education and of the teachers employed by that board. The committee shall consider any application for recognition of related experience of a teaching nature other than that recognized in Clause 3.4, or related experience of a non-teaching nature in the field in which the teacher will teach, as either wholly or partially equivalent to teaching service for incremental credit. The decision of the committee shall serve as a recommendation to the board of education.

Provided that experience credited for teacher certification shall not be recognized for incremental purposes.

- 3.6.2 A teacher who had incremental credit for related experience on August 31, 2013, shall retain such incremental credit as long as the teacher remains in the employ of the same board of education. Similarly, a teacher who commences employment with the board of education on or after September 1, 2013 and is granted credit for related experience under the previous provisions of this Clause shall retain such incremental credit in subsequent boards of education provided there is written evidence of the initial board to grant related experience.

- 3.7 An additional increment shall be credited on September 1, or school-opening date if prior to September 1, and on the first day of each month October through June inclusive that next follows the date on which the teacher has completed an additional year of teaching service in accordance with Clause 3.2.
- 3.8 A teacher shall not be credited with more than one increment during any 12 consecutive months unless the increment credit results from related experience credit.
- 3.9 A teacher who teaches part time on a regular, replacement or temporary contract shall have such time pro-rated and recognized for increment credit.

ARTICLE FOUR

ALLOWANCES FOR PRINCIPALS, VICE-PRINCIPALS AND ASSISTANT PRINCIPALS

- 4.1** Each Principal, Vice-Principal and Assistant Principal shall be paid an allowance in addition to basic salary which shall be calculated according to the provisions of the following clauses.

For the purpose of the following clauses, a teacher in a one-room school shall be deemed to be a Principal.

4.2 Principals

4.2.1 Basic Allowance

Each Principal shall receive a basic allowance of \$8,609 for the period September 1, 2023, to August 31, 2024, a basic allowance of \$8,868 for the period September 1, 2024, to August 31, 2025, and a basic allowance of \$9,046 for the period September 1, 2025, to August 31, 2026.

4.2.2 Allowance for Personnel Equivalents

Each Principal shall receive an allowance per personnel equivalent or fraction thereof based on the number of personnel equivalents as of September 30 of the applicable school year.

This allowance is further based on the following:

NUMBER OF PERSONNEL EQUIVALENTS	ALLOWANCE PER PERSONNEL EQUIVALENT SEP 1/23 - AUG 31/24	ALLOWANCE PER PERSONNEL EQUIVALENT SEP 1/24 - AUG 31/25	ALLOWANCE PER PERSONNEL EQUIVALENT SEP 1/25 - AUG 31/26
The first 10	\$1,036	\$1,068	\$1,090
The next 10	\$725	\$747	\$762
Over 20	\$353	\$364	\$372

- 4.2.2.1 The Principal shall be excluded in the calculation of personnel equivalents.
- 4.2.2.2 Each teacher employed on a regular part-time basis, or on a replacement or temporary contract shall be counted in the calculation of personnel equivalents according to their contract time.
- 4.2.2.3 Itinerant teachers employed in more than one school shall be included in the computation of personnel equivalents with their contract time apportioned to the respective schools.
- 4.2.2.4 Each full-time or part-time non-teaching personnel who is employed by the board of education in the school and who is under the direction and supervision of the Principal, shall be counted as 0.33 of a personnel equivalent.
- 4.2.2.5 Itinerant non-teaching personnel employed in more than one school shall be included in the computation of personnel equivalents with their contract time apportioned to the respective schools.

- 4.2.2.6 Provided that if, on any date during the academic year, the number of personnel equivalents varies by one or more or by an amount sufficient to alter the allowance by more than 5%, the total allowance payable on and after that date shall be recalculated.

4.3 Vice-Principals

- 4.3.1 When a teacher is appointed to be a Vice-Principal, the teacher shall receive an allowance equal to 50% of the allowance that the Principal of that school receives.
- 4.3.2 Effective September 1, 2011, when a teacher is appointed to be a Vice-Principal, the teacher shall receive an allowance equal to 50% of the allowance that the teacher would receive if the teacher were Principal of the school.

4.4 Assistant Principals

- 4.4.1 When a teacher is appointed to be an Assistant Principal, the teacher shall receive an allowance equal to 60% of the allowance that the Principal of that school receives.
- 4.4.2 Effective September 1, 2011, any reference in this Agreement to a Vice-Principal is deemed to include Assistant Principal.
- 4.4.3 Notwithstanding Clause 4.4.2, every teacher who holds the position of Assistant Principal on or before September 1, 2011, shall receive an allowance equal to 60% of the allowance that the teacher would receive if the teacher were Principal of the school.

4.5 Acting Principals and Acting Vice-Principals

- 4.5.1 If neither a Principal nor Vice-Principal is present in a school for a period of one-half day or more on a day when students are required to attend, a teacher shall be appointed to an acting position for the duration of the absence. For the purposes of this Clause, a half day shall be defined as either school opening in the morning to noon lunch break or school resumption in the afternoon to school closing.
- 4.5.2 If no Vice-Principal has been appointed to a school, the teacher appointed in Clause 4.5.1 shall be appointed as Acting Principal.
- 4.5.3 When a teacher is appointed to an acting position, the teacher shall be paid the allowance that would normally be payable under Clauses 4.2, 4.3 or 4.4 for the entire period during which the teacher is serving in the acting position.
- 4.5.4 When a Principal is absent from the school for a period of five successive school days when students are required to attend school, a Vice-Principal shall be appointed Acting Principal.

4.6 Protective Provisions

- 4.6.1 Where a Principal is transferred by the employing board of education to another principalship in a school having the same or a greater number of personnel equivalents than the school from which the Principal was transferred, the annual allowance shall be not less than the annual allowance for which the Principal was eligible prior to the transfer.

- 4.6.2 Where a Principal is transferred by the employing board of education to another principalship in a school having fewer personnel equivalents than the school from which the Principal is transferred, the annual allowance shall be not less than the annual allowance for which the Principal was eligible prior to the transfer for a maximum of five years (effective August 31, 2023).

This provision shall not apply if:

- (a) the Principal formally requested the transfer in writing; or
- (b) the employing board confirms in writing that the transfer is a demotion.

- 4.6.2.1 Where a Principal is transferred by the employing board of education to another principalship in a school having fewer personnel equivalents than the school from which the Principal is transferred, the annual allowance shall be not less than the annual allowance for which the Principal was eligible prior to the transfer for a maximum of three years. This Clause is effective August 31, 2019, to August 30, 2023.

- 4.6.3 The provisions of Clauses 4.6.1 and 4.6.2 shall apply to Vice-Principals in the same way as they apply to Principals.

- 4.6.4 Where a Vice-Principal is transferred to the principalship of a school having fewer personnel equivalents than the school from which the Vice-Principal was transferred, the annual allowance shall be not less than the rate of annual allowance the Vice-Principal was receiving prior to the transfer.

This provision shall not apply if:

- (a) the Vice-Principal formally requested the transfer in writing; or
- (b) the employing board confirms in writing that the transfer is a demotion.

- 4.6.5 When a Principal is transferred to the vice-principalship of another school, the annual allowance shall be not less than the annual allowance that would have been received prior to the transfer provided that such allowance shall not exceed 90% of the allowance that the teacher would receive if the teacher were Principal of the school.

This provision shall not apply if:

- (a) the Principal formally requested the transfer in writing; or
- (b) the employing board confirms in writing that the transfer is a demotion.

ARTICLE FIVE

THE SUPERANNUATION OF TEACHERS

- 5.1** The provisions of *The Teachers Superannuation and Disability Benefits Act* and the Regulations thereunder in effect at the date of this Agreement shall continue in effect for the life of this Agreement, subject to the revisions included in this Agreement.
- 5.1.1 The Government of Saskatchewan will proceed expeditiously:
- (a) to place before the Legislative Assembly of Saskatchewan such amendments to *The Teachers Superannuation and Disability Benefits Act*; and
 - (b) to make such amendments to the Regulations under the said Act; as are necessary to implement the provisions of this Article.
- 5.1.2 Except as otherwise provided in this Article, the provisions of this Article shall become effective:
- (a) in the case of amendments to the Act, the date on which the amendments receive assent; and
 - (b) in the case of amendments to the Regulations, the date on which the amendments are filed with the Registrar of Regulations.
- 5.2** Teachers currently enrolled in the Saskatchewan Teachers' Superannuation Plan with less than 20 days of contributory service are eligible to access or withdraw their funds.
- 5.2.1 Where a refund of contributions is made pursuant to Clause 5.2, the refund shall include credited interest.
- 5.3** The government contributions to the Saskatchewan Teachers' Retirement Plan shall be 7.25% of teacher salaries up to the Year's Maximum Pensionable Earnings and 9.25% of teacher salaries over the Year's Maximum Pensionable Earnings.

ARTICLE SIX

GROUP INSURANCE

- 6.1 The Government of Saskatchewan agrees to proceed expeditiously:
- (a) to place before the Legislative Assembly of Saskatchewan such amendments to *The Teachers' Life Insurance (Government Contributory) Act*; and
 - (b) to make such amendments to the Regulations under the said Act; as are necessary to implement the provisions of this Article.
- 6.2 The amount of insurance provided by the Agreement that is made pursuant to Section 4 of *The Teachers' Life Insurance (Government Contributory) Act* shall be a dollar amount equal to twice the value of the maximum of Class VI as set out in Article 2 of this Agreement rounded up to the next one thousand.
- 6.3 The amount of Accidental Death and Dismemberment Benefit provided by this Agreement that is made pursuant to Section 4 of *The Teachers' Life Insurance (Government Contributory) Act* shall be equal to and in addition to the "Amount of Insurance" as set out in Clause 6.2 and such coverage shall be extended to those positions referred to in Subsection 5(1) of the Act.
- 6.4 The premiums to be paid pursuant to Section 6 of *The Teachers' Life Insurance (Government Contributory) Act* shall be as follows:
- 6.4.1 The Minister of Finance shall pay one-half of the premiums required to provide each teacher the coverage as set out in Clauses 6.2 and 6.3.
 - 6.4.2 Each teacher shall pay one-half of the premiums required to provide him or her with the coverage as set out in Clauses 6.2 and 6.3 with one-tenth of the premium payable by the teacher being deducted each month from September through June.
- 6.5 Any agreement which the Government of Saskatchewan enters into pursuant to Section 4 of *The Teachers' Life Insurance (Government Contributory) Act* shall be subject to the concurrence of the Saskatchewan Teachers' Federation.
- 6.6 **Superannuated Teachers**
- 6.6.1 A teacher who commences receiving an allowance under *The Teachers Superannuation and Disability Benefits Act* or Saskatchewan Teachers' Retirement Plan on the grounds of age and service shall continue to be covered until the teacher reaches the teacher's 65th birthday by the provisions of *The Teachers' Life Insurance (Government Contributory) Act*. Teachers wishing to discontinue such coverage shall notify the Saskatchewan Teachers' Superannuation Commission in writing to inform them of their decision.

Provided that all of the premiums for such continued coverage shall be payable by the teacher.
 - 6.6.2 A teacher receiving an allowance under *The Teachers Superannuation and Disability Benefits Act* or the Saskatchewan Teachers' Retirement Plan on the grounds of age and service, and who has continued coverage under the provisions of Clause 6.6.1, shall continue to be covered for decreased amounts of insurance as set out in the provisions of *The Teachers' Life Insurance (Government Contributory) Act* until the age of 75. Teachers wishing to discontinue such coverage shall notify the Saskatchewan Teachers' Superannuation Commission in writing to inform them of their decision. Provided that all of the premiums for such continued coverage shall be payable by the teacher.

- 6.6.3 A teacher between the ages of 65 and 75 who commences receiving an allowance under *The Teachers Superannuation and Disability Benefits Act* or the Saskatchewan Teachers' Retirement Plan on the grounds of age and service shall continue to be covered for decreased amounts of insurance as set out in the provisions of *The Teachers' Life Insurance (Government Contributory) Act*. Teachers wishing to discontinue such coverage shall notify the Saskatchewan Teachers' Superannuation Commission in writing to inform them of their decision.

Provided that all of the premiums for such coverage shall be payable by the teacher.

- 6.6.4 A teacher between the ages of 75 and 85 who is in receipt of an allowance under *The Teachers Superannuation and Disability Benefits Act* or the Saskatchewan Teachers' Retirement Plan shall continue to be covered for decreased amounts of insurance as set out in the provisions of *The Teachers' Life Insurance (Government Contributory) Act*. Teachers wishing to discontinue such coverage shall notify the Saskatchewan Teachers' Superannuation Commission in writing to inform them of their decision.

Provided that all of the premiums for such coverage shall be payable by the teacher.

- 6.6.5 The amount of term life insurance and Accidental Death and Dismemberment insurance coverage provided to superannuated teachers over the age of 65 shall be in a dollar amount equal to 10% of the amount of insurance coverage provided pursuant to Clauses 6.2 and 6.3.

6.7 Temporary Teachers

Section 2 (Application of Act) of *The Teachers' Life Insurance (Government Contributory) Act* shall include teachers employed as a "temporary teacher" under Clause 2 of *The Education Act, 1995*, provided the term specified for the temporary contract is for a period of at least 20 teaching days (full or partial).

The insurance coverage provided pursuant to this Clause will be effective from the first day of the contract to the end of the insurance year.

ARTICLE SEVEN

DUTY TO ACCOMMODATE FOR DISABILITY AND SICK LEAVE

7.1 Duty to Accommodate for Disability

The parties to this Agreement acknowledge and commit to the duty to accommodate for disability as required by applicable human rights law. The provisions of this Article shall be administered in accordance with such law.

7.1.1 Medical Information for Accommodation

- 7.1.1.1 The accommodation process shall be supported by relevant medical information supplied by a duly qualified medical practitioner that includes the restrictions for which accommodation is required. For the purpose of this Article, duly qualified medical practitioners include medical doctors and nurse practitioners.
- 7.1.1.2 Upon receipt of such information, the board of education may require a second opinion by a duly qualified medical practitioner. Such a request must be made within 14 days of receipt of the initial information. The board shall bear the cost of a second opinion.
- 7.1.1.3 If the board of education requests a second medical opinion, that opinion shall be obtained as a result of a personal attendance with a duly qualified medical practitioner mutually agreed upon by the board and teacher.
- 7.1.1.4 At reasonable periodic intervals, the board of education or teacher may request relevant medical information for the purpose of accommodation. Upon receipt of such information, the board of education may require a second opinion by a duly qualified medical practitioner. Such a request must be made within 14 days of receipt of the initial information. The board shall bear the cost of a second opinion.

7.2 Sick Leave

7.2.1 Benefit

Every teacher shall be paid according to the teacher's salary and allowances as specified in this Agreement and local collective bargaining agreements during periods of absence due to sickness in accordance with this Article.

7.2.2 Employment

For the purposes of this Article, a teacher is deemed to be employed during any period of time in which a teacher is under a contract of employment in accordance with *The Education Act, 1995*, and is covered by any one or more of the following:

- (a) in receipt of full salary to which the teacher is entitled;
- (b) in receipt of sick leave benefits in accordance with this Article;
- (c) in receipt of Supplemental Employment Benefits Plan (SEB Plan) benefits in accordance with Article 8 of this Agreement;

- (d) in receipt of a disability allowance in accordance with *The Teachers Superannuation and Disability Benefits Act* and/or the Saskatchewan Teachers' Federation Teachers' Long-Term Disability Plan; or
- (e) not covered by any of Clauses (a) to (d) but continues to be absent during the academic year on account of sickness as certified by a duly qualified medical practitioner.

7.3 Entitlement

7.3.1 Determination of Entitlement

7.3.1.1 The entitlement of a teacher who is, within the meaning of Clause 7.2.2, employed:

- (a) full time for a complete academic year is 20 days;
- (b) part time for a complete academic year shall be the same percentage of 20 as the percentage of time set out in the teacher's contract of employment;
- (c) for a shorter period than a complete academic year shall bear the same proportion to 20 as the number of school days included in the teacher's contract of employment bears to the number of school days in the school year.

7.3.1.2 A teacher to whom only Clauses 7.2.2(d) or (e) applies on the final school day of an academic year and who does not return to teach on the first day of the next academic year, shall be credited with a further entitlement only on the first day of returning to teach. Such entitlement shall bear the same proportion to 20 as the number of school days remaining in the academic year bears to the number of school days in the school year.

7.3.2 Availability of the Entitlement

7.3.2.1 The teacher's sick leave entitlement shall be credited and available to the teacher:

- (a) on the first school day of each academic year;
- (b) if employed for less than a full academic year, on the first school day of employment; or
- (c) in the event Clause 7.3.1.2 applies, on the first school day of return to teaching.

7.3.2.2 A teacher may use the teacher's entitlement at any time during the academic year.

7.4 Deductions From Sick Leave

7.4.1 Sickness

A teacher's absence due to sickness on a full-time or partial basis shall be deducted from the teacher's sick leave entitlement in accordance with Clause 7.5.2.1.

7.4.2 **Appointments**

- 7.4.2.1 It is expected that teachers will schedule medical, dental and optical appointments in such a way as to minimize the period of absence. A teacher who is unable to schedule an appointment in such a way as to minimize the period of absence shall be granted leave with pay to attend the appointment and such leave shall be deducted from the teacher's sick leave entitlement.
- 7.4.2.2 Periods of absence include the time required by the teacher to travel to and from the location:
- (a) where the teacher obtains the necessary services; or
 - (b) has reasonable grounds for wishing to obtain the necessary services.

7.4.3 **Health of Foetus**

A teacher who is expecting a child is eligible for benefits in accordance with this Article when:

- (a) the teacher is assigned to a location where, in the opinion of her physician, the teacher is at risk of damage to her foetus as a result of environmental or health conditions; and
- (b) there is no mutually agreed-upon re-assignment.

7.5 **Administration of Sick Leave**

7.5.1 **Accumulative Sick Leave Record**

- 7.5.1.1 Every board of education shall establish an accumulative sick leave (ASL) record for each teacher in its employ.
- 7.5.1.2 Every board of education shall provide each teacher in its employ with a copy of the teacher's ASL record on each of the following occasions:
- (a) at the end of each school year;
 - (b) upon termination of employment with that board;
 - (c) upon the request of the teacher.

7.5.2 **ASL Credits and Debits**

- 7.5.2.1 A teacher's absence due to sickness shall be deducted from:
- (a) the teacher's sick leave entitlement; or
 - (b) where the teacher's sick leave entitlement has been exhausted, the teacher's ASL credits.
- 7.5.2.2 On June 30 of each year and upon termination of employment, every board of education shall credit the ASL record of each teacher in its employ with the unused portion of the teacher's entitlement to a maximum of 180 days.

- 7.5.2.3 Accumulated credits in a teacher's ASL record are not forfeited during:
- (a) periods of board-approved leave;
 - (b) a period of up to three months (not including July and August) following the termination of a teacher's employment with a board of education;
 - (c) a period of up to 26 months following the termination of a teacher's employment with a board of education:
 - i) during which time the teacher is improving the teacher's teaching qualifications;
 - ii) during which time the teacher is employed by the Ministry of Education; or
 - iii) where the teacher's contract was terminated in accordance with Subsection 210(1)(b) of *The Education Act, 1995*;
 - (d) a period during which the teacher is employed by a Saskatchewan board of education in an out-of-scope position;
 - (e) a period during which the teacher is employed in a Band school in Saskatchewan; or
 - (f) a period during which the teacher is employed in an alternative independent school or a historical high school in Saskatchewan.
- 7.5.2.4 When a teacher who is absent on account of sickness is requested and agrees to provide services or offers and is approved to provide those services, then salary shall be paid in relation to the service provided.

7.5.3 Portability

The total credits in a teacher's ASL record (as determined in accordance with Clause 7.5.2) are portable from one board of education in Saskatchewan to another.

7.5.4 Privacy of Personal Information

- 7.5.4.1 The collection, use, disclosure, storage and retention of personal information for purposes of this Article must comply with the principles of privacy and the provisions of *The Local Authority Freedom of Information and Protection of Privacy Act*.
- 7.5.4.2 Personal medical information collected for the purposes of Article 7 should not be retained in the personnel file. Only the designated official shall maintain the separate teacher-specific medical file. Only the teacher and the designated official shall access this medical file.
- 7.5.4.3 Such information should be retained and destroyed in accordance with the principle that personal information is destroyed when it is no longer required for the purposes for which it was collected.

7.5.5 Evidence of Eligibility

- 7.5.5.1 When a teacher gives notice of absence under this Article, a board of education may require that payment of benefits be supported by Form 7-I Verification of Sickness – Qualified Medical Practitioner’s Report (attached to this Agreement in Appendix D) signed by a qualified medical, dental or optical practitioner to the board of education certifying that the teacher is medically unfit for duty as a teacher.
- 7.5.5.2 Requests for evidence of eligibility in accordance with Clause 7.5.5.1 must be made within 30 calendar days of the first day of absence on account of such sickness. Days outside of the academic year shall not be counted in calculating the 30 days.
- 7.5.5.3 Upon receipt of Form 7-I, the board of education may require a second opinion and the completion of Form 7-II Second Opinion of Sickness – Qualified Medical Practitioner’s Report (attached to this Agreement in Appendix E) by a qualified medical, dental or optical practitioner. Such a request must be made within 14 days of receipt of Form 7-I. The board shall bear the cost of a second opinion.
- 7.5.5.4 If the board of education requests a second medical opinion, that opinion shall be obtained as a result of a personal attendance with a qualified medical, dental or optical practitioner mutually agreed upon by the board and teacher.
- 7.5.5.5 At reasonable intervals, the board of education may seek additional medical information or the resubmission of Form 7-1 to confirm continued sickness. The board of education will reimburse the employee for reasonable costs associated with attending the medical appointment.

Upon receipt of such information, the board of education may require a second opinion as per clauses 7.5.5.3 and 7.5.5.4.

7.5.6 Payment of Benefits

- 7.5.6.1 A teacher absent from duty under this Article shall be paid the salary to which the teacher would have been entitled had the teacher continued regular teaching duties.
- 7.5.6.2 Teacher salary shall be paid during a reasonable period awaiting the requested second medical opinion.
- 7.5.6.3 In the event of a termination of contract on account of sickness following commencement of sick leave, a teacher is entitled to the payment of sick leave benefits until the earliest of:
 - (a) the end of the sickness;
 - (b) the expiration of benefits to which the teacher was entitled at the date the sick leave commenced; or
 - (c) the teacher enters into contract with another board of education.

ARTICLE EIGHT

SUPPLEMENTAL EMPLOYMENT BENEFITS PLAN (SEB PLAN)

8.1 Preamble

The Supplemental Employment Benefits Plan (SEB Plan) supplements the income of a teacher who gives birth, a designated parent of an adopted child, or a designated surrogate parent.

The Plan is administered by boards of education in accordance with the federal legislative requirements.

8.2 Eligibility

8.2.1 For the purposes of this Article, a teacher is eligible for the SEB Plan when they are:

- (a) In the case of teachers who give birth:
 - i) in receipt of employment insurance benefits, when serving the one-week waiting period or in the period between the estimated date of birth or the date of delivery, whichever is earlier, and the conclusion of the one-week period; and
 - ii) on maternity leave (or maternity and parental leave in cases where 90 days of SEB Plan benefits exceed 15-week maternity leaves).
- (b) In the case of a designated parent of an adopted child or a designated surrogate parent:
 - i) in receipt of employment insurance benefits and when serving the one-week waiting period.

8.3 Benefit

8.3.1 The SEB Plan entitles an eligible teacher to up to 90 days of income supplementation.

8.3.2 The SEB Plan supplements employment insurance benefits such that the total amount paid to the teacher is equal to 95% of the teacher's daily rate of salary in effect.

8.4 Privacy of Personal Information

8.4.1 The collection, use, disclosure, storage and retention of personal information for purposes of this Article must comply with the principles of privacy and with the provisions of *The Local Authority Freedom of Information and Protection of Privacy Act*.

8.4.2 Personal information collected for the purposes of Article 8 should not be retained in the personnel file. The separate teacher-specific file should be maintained by, and accessible to, the teacher and the designated official only.

8.4.3 Such information should be retained and destroyed in accordance with the principle that personal information is destroyed when it is no longer required for the purposes for which it was collected.

8.5 Administration of SEB Plan

8.5.1 Forms

- 8.5.1.1 A teacher shall apply to the board of education for SEB Plan benefits using Form 8-I Application – Supplemental Employment Benefits Plan (attached to this Agreement in Appendix A).
- 8.5.1.2 Upon birth, adoption or surrogacy declaration of their child, a teacher shall submit to the board of education Form 8-II Confirmation of Date of Delivery, or Verification of Adoption or Surrogacy (attached to this Agreement in Appendix B).
- 8.5.1.3 The forms referred to in this Article are the only forms used in the administration of the SEB Plan and shall only be modified by mutual agreement of the parties to this Agreement.

8.5.2 Application Procedures for SEB Plan Benefits

- 8.5.2.1 The teacher shall submit Form 8-I and 8-II no later than 120 days following the birth, adoption or surrogacy declaration of their child. It is preferred that Form 8-I accompany the notice of intention to take a maternity, adoption or parental leave.
- 8.5.2.2 The board of education shall administer the application in a timely fashion.

8.5.3 Calculation and Payment of Benefits

- 8.5.3.1 Form 8-III Calculation – Supplemental Employment Plan Payment (attached to this Agreement as Appendix C) is the form used to calculate the payment.
- 8.5.3.2 Effective August 31, 2023, for the period of eligibility as determined in Clause 8.2, the board of education shall pay the teacher the following amounts:
 - (a) 95% of the teacher's daily salary entitlement for the one week waiting period; and
 - (b) the amount required on a daily basis to supplement the teacher's employment insurance benefit to 95% of their salary for the remaining period of eligibility.
- 8.5.3.3 Non-teaching days do not reduce the days of SEB to which the teacher is entitled.
- 8.5.3.4 The teacher's daily salary entitlement shall be calculated as follows:

$$\frac{1}{\text{Number of school days in the school year}} \times \text{Rate of salary in effect}$$

Where "rate of salary in effect" includes the salary and allowances normally paid to the teacher in accordance with provincial and local collective bargaining agreements.

- 8.5.3.5 Benefits under the provisions of this Article are payable in respect of the number of school days prescribed by the Minister of Education in accordance with the provisions of *The Education Act, 1995*.
 - 8.5.3.6 The board of education shall commence payment of benefits in accordance with this Agreement and local collective bargaining agreements.
 - 8.5.3.7 Benefit payments under the provisions of this Article are subject to the usual deductions as if the teacher were actively teaching and as required by the respective benefit plan sponsors.
- 8.5.4 **Related Benefits**
- 8.5.4.1 A teacher in receipt of SEB Plan benefits is entitled to increment credit in accordance with Article 3 of this Agreement and annual sick leave entitlement in accordance with Article 7 of this Agreement for the period a teacher is in receipt of SEB Plan benefits.
 - 8.5.4.2 A teacher in receipt of SEB Plan benefits shall make prescribed contributions in accordance with *The Plan Text of the Saskatchewan Teachers' Retirement Plan* and *The Teachers Superannuation and Disability Benefits Act*.

ARTICLE NINE

CRITERIA FOR THE DESIGNATION OF OUT-OF-SCOPE PERSONNEL

- 9.1** The Educational Relations Board shall designate a person as not being a teacher within the meaning of Sections 234 to 265 of *The Education Act*, 1995, provided that:
- 9.1.1 The principal duties of the person are administrative and the person teaches or works directly with pupils less than 30% of that person's assigned time.
 - 9.1.2 The total number of employees, excluding the Director of Education, which may be designated by the Educational Relations Board as not being a teacher, shall not exceed three persons for the first 50 teachers employed by the board of education and one person for each additional 100 teachers or fraction thereof so employed and above the 50.

Provided that where a board of education employs more than 900 teachers, two additional persons may be so designated.
 - 9.1.3 The person or persons so designated shall not be one whose duties are that of a Principal as set out in *The Education Act*, 1995.

Provided that, upon receipt by the Educational Relations Board of a joint submission from the parties to this Agreement with respect to a given principalship, the criterion specified in this Clause shall be waived in that instance.
 - 9.1.4 Subject to Clauses 9.1.1 and 9.1.2, the person or persons so designated shall not be employed to provide professional educational support or consultative services to students or teachers in educational psychology, speech and language, curriculum and instruction, resource-based learning or special education in positions requiring a valid Saskatchewan teacher's certificate.

ARTICLE TEN

TEACHER PERSONNEL AND MEDICAL FILES

10.1 Statement of Access

A teacher's personnel file maintained by the Ministry of Education or a teacher's personnel and medical files maintained by a board of education shall be available for examination by the teacher in accordance with the procedures set out herein.

10.2 Conditions of Access

- 10.2.1 A teacher shall submit a written request to a designated official of the Ministry of Education or board of education for an opportunity to examine the contents of the teacher's personnel and medical files.
- 10.2.2 The designated official shall arrange with the teacher for an appointment to examine the information in the presence of said official or alternate at the office of the Ministry of Education or school board office during regular business hours.
- 10.2.3 The file contents examined may not be removed by the teacher from the location of the examination, but the designated official shall, at the request of the teacher, provide a copy of any or all records to which the teacher has been granted access.
- 10.2.4 Materials examined by the teacher may not be amended or deleted without the approval of the Ministry of Education or board of education.
- 10.2.5 The Ministry of Education or any board of education shall not charge a fee for access to a teacher's file by the teacher. A board may, at its discretion, charge copying fees in accordance with Regulations under *The Local Authority Freedom of Information and Protection of Privacy Act*.

10.3 Confidentiality

- 10.3.1 The presence of any documents submitted in confidence shall be identified to the teacher.
- 10.3.2 Subject to Clause 10.3.3, no written materials regarding the teacher which were submitted in confidence may be examined unless written permission is secured from the originator of such confidential material.
- 10.3.3 The views or opinions of another person about a teacher, other than views or opinions given pursuant to Subsection 31(2) of *The Freedom of Information and Protection of Privacy Act* or Subsection 30(2) of *The Local Authority Freedom of Information and Protection of Privacy Act*, are the personal information of the teacher.
- 10.3.4 Only the designated official shall maintain the separate teacher-specific medical file. Only the teacher and the designated official shall have access to the contents of the medical file (see Clauses 7.5.4.2 and 8.4.2).

10.4 Teacher Acknowledgment of Examination

- 10.4.1 The teacher shall acknowledge the examination of information by signing a dated statement to that effect. Such a statement shall be retained in the teacher's personnel or medical file as the case may be.
- 10.4.2 A teacher may submit a written comment with respect to any entry in the personnel or medical files and such comment shall be attached to the relevant document and included in the relevant file.

10.5 Removal of Documents of a Disciplinary Nature

- 10.5.1 Any document of a disciplinary nature shall be removed by the board of education from the teacher's personnel file after a period of three (3) years from the point of the alleged infraction, provided there have been no reoccurrences of a similar nature during the three-year period.
 - 10.5.1.1 Documents of a disciplinary nature refer to written warnings, letters of reprimand, suspension notices and termination notices.

ARTICLE ELEVEN

DENTAL PLAN

- 11.1 It is agreed that the Government of Saskatchewan will place before the Legislative Assembly of Saskatchewan such legislation as is necessary to implement the provisions of this Article.
- 11.2 The Government of Saskatchewan and the Saskatchewan Teachers' Federation shall mutually agree upon a carrier to provide administrative services for such a plan.
- 11.3 The Dental Plan shall be administered by the Saskatchewan Teachers' Superannuation Commission.
- 11.4 The Minister of Finance shall pay the full premium required.
- 11.5 The coverage under the Plan shall include the following features:
 - 11.5.1 Reimbursement to participants shall be equivalent to the current Saskatchewan College of Dental Surgeons fee schedule or the current Saskatchewan Denturist's fee guide if applicable.
 - 11.5.2 No deductible for any benefits payable under the Plan.
- 11.6 Teachers receiving disability benefits under the Saskatchewan Teachers' Federation Teachers' Long-Term Disability Plan and/or the Saskatchewan Teachers' Superannuation Plan shall be eligible for benefits under the Dental Plan.
- 11.7 Teachers employed on a full- or part-time contract of employment in accordance with Section 200 of *The Education Act*, 1995, shall become eligible for full benefits following 20 school days with such benefits to be retroactive to the first day of teaching service.
- 11.8 Teachers employed on a full- or part-time replacement or temporary contract of employment in accordance with Section 200 of *The Education Act*, 1995, for a period which includes at least 20 school days shall be eligible for full benefits following 20 school days with such benefits to be retroactive to the first day of teaching service.
- 11.9 **Coordination of Benefits**
 - 11.9.1 The coordination of benefits provisions shall allow teachers to be reimbursed by the plan for up to 100% of total dental expenses.
 - 11.9.2 The Plan shall allow for transfer of claims from one spouse to another when both are members of the Teachers' Dental Plan.

ARTICLE TWELVE

OTHER LEAVES

12.1 Negotiation Leave

A teacher acting as a representative of the Teachers' Bargaining Committee in accordance with Subsection 234(1) of *The Education Act*, 1995, shall be granted leave and shall suffer no loss in salary or other benefits for time necessarily absent from the teacher's teaching duties for purposes of participating in negotiations, mediation, conciliation or arbitration proceedings with government-trustee representatives, or for attendance required by a mediator, a conciliation board or an arbitration board without government-trustee representatives also in attendance.

Provided that the Saskatchewan Teachers' Federation shall, upon request, reimburse the employing board of education for the salary of such teacher.

12.2 Public Health Emergency Leave

12.2.1 Entitlement

Every teacher is entitled to the teacher's salary in case of quarantine by order of a medical health officer or designate upon furnishing the board of education with the order or copy thereof certified by the medical health officer or designate during the quarantine for a period not to exceed 20 days during an academic year.

12.2.2 If a teacher is required to provide care and support to their child(ren) who is/are affected by an order of the medical health officer or designate, the teacher is entitled to salary during the quarantine period not to exceed 20 days during an academic year.

12.2.3 Payment

A teacher absent on account of quarantine, or to provide care and support to their child(ren) who is/are affected by an order of the medical health officer or designate, shall be paid the salary to which the teacher would have been entitled had the teacher continued regular teaching duties.

12.3 Leave for Officials

12.3.1 This Clause shall be administered in accordance with the following:

- (a) the Federation recognizes legitimate needs of boards of education to maintain the operation of schools; and
- (b) boards of education recognize the need for teachers to participate in the governance of the Federation.

12.3.2 A teacher acting as a member of the Executive of the Saskatchewan Teachers' Federation in accordance with Section 10 of *The Teachers' Federation Act*, 2006, or as an elected or appointed member of a committee of the Federation or who, by virtue of holding an elected office in a local association, attends a meeting called by the Federation, shall be granted leave and shall suffer no loss of salary and benefits during the course of an academic year for any days required to fulfil the duties of that office.

Provided that the Saskatchewan Teachers' Federation shall, upon request, reimburse the employing board of education for the cost of a substitute teacher, including allowances for acting Principals, Vice-Principals and Assistant Principals.

- 12.3.3 The Federation and its members undertake to provide adequate notice of such leave and this leave will not be used for meetings related to collective bargaining with the exception of leave for negotiation.
- 12.3.4 In the term of this Agreement, as is meant by Clause 1.5.1 of this Agreement, the use of this Article for the Annual Meeting of the Council of the Saskatchewan Teachers' Federation will be limited for up to four school days in an academic year.

ARTICLE THIRTEEN

TEACHER CLASSIFICATION

13.1 Protection of Classification

The Government of Saskatchewan agrees that the effective date of any amendments to Saskatchewan Regulation Chapter E-0.2 Reg. 25 effective October 19, 2015, under *The Education Act, 1995*, respecting the classification of teachers shall not fall within the term of this Agreement.

ARTICLE FOURTEEN

COMPREHENSIVE HEALTH CARE PLAN

- 14.1 There shall be a comprehensive health care plan for Saskatchewan teachers, hereinafter referred to as "the Plan."
- 14.2 The Plan shall be designed and administered by the Saskatchewan Teachers' Federation.
- 14.3 The Plan shall include optical, prescription drug and other medical benefits as determined from time to time by the Saskatchewan Teachers' Federation.
- 14.4 The Government of Saskatchewan shall provide funding for the Plan as follows:
 - 14.4.1 The Government of Saskatchewan shall make an annual payment to the Saskatchewan Teachers' Federation in each year an amount equal to 2.1% of the total cost of teacher salaries and allowances as provided by this Agreement as determined at January 1 of the current year and as reported on the School Finance Report.
 - 14.4.2 The above payments shall be made in monthly instalments on or before the first day of each month. Any adjustment due to the finalized calculation shall be made on or before April 1.
- 14.5 The Government of Saskatchewan shall have no additional liability for funding of the Plan other than as contained in this Article.

ARTICLE FIFTEEN

GRIEVANCE PROCEDURE

- 15.1** A grievance may be filed alleging:
- 15.1.1 Violation of the terms and conditions of employment set out in *The Education Act*, 1995, or the Regulations thereunder, as may be amended from time to time, or in other employment-related legislation applicable to teachers, or
 - 15.1.2 That a discretionary decision made with respect to a teacher's employment was made arbitrarily or in bad faith.
- 15.2** Except as provided for in this Article of this Agreement, Sections 261, 262 and 263 of *The Education Act*, 1995, shall apply in the resolution of grievances with respect to this Agreement and the representatives of the parties named pursuant to Section 234 of *The Education Act*, 1995, shall have the sole authority for negotiating from time to time for the settlement of grievances covered by the Agreement and for the appointment of members of an arbitration board pursuant to Section 261 of *The Education Act*, 1995.
- 15.2.1 Every effort should be made to resolve the issue(s) through dialogue at the local level prior to going to grievance. The parties agree to ensure full explanation of the issue(s) during initial discussions at the local level. Upon the Saskatchewan Teachers' Federation receiving notification of a concern from a teacher, the following progressive steps shall be taken to attempt to resolve the concern:
- 15.2.1.1 The Saskatchewan Teachers' Federation senior administrative staff will meet with the teacher and, if needed, will contact the appropriate school division personnel or employee to attempt to resolve the issue. If not resolved, then continue to next step.
 - 15.2.1.2 The Saskatchewan Teachers' Federation Executive Director will meet with the parties to the potential grievance and, if needed, draft the grievance and contact the Director of Education to seek resolution. If not resolved, then continue to next step.
 - 15.2.1.3 The Executive Director will file the grievance with the Director of Education, and contact the chairperson of the Government-Trustee Bargaining Committee to discuss the grievance and mutually agree on a resolution timeline.
 - 15.2.1.4 The chairperson of the Government-Trustee Bargaining Committee will reach out to the Director of Education to attempt to mediate and resolve the issue(s) within two (2) business days, unless there is mutual agreement to extend the timeline.
 - 15.2.1.5 A panel of two members of the Teachers' Bargaining Committee and two members of the Government-Trustee Bargaining Committee will be convened to consider the matter. If there are not two members available, the Teachers' Bargaining Committee and/or the Government-Trustee Bargaining Committee will name other representatives to the panel. The panel will meet in person or through online format within five (5)

business days. Members of the panel will declare any conflict of interest in hearing the matter and will recuse themselves from panel participation accordingly. The panel will provide a decision to the parties within two (2) business days. The panel's decision is not binding; however, it will be informative to both parties regarding potential resolution of the concern. If the matter is not resolved, then the matter will proceed as per Article 15.

15.2.1.6 Potential grievances arising from policy matters with respect to the application of the Provincial Collective Agreement are to be resolved in a similar manner.

15.2.1.7 The Saskatchewan Teachers' Federation Executive Director and the chairperson of the Government-Trustee Bargaining Committee will meet at least once per year, or as agreed, to proactively identify and resolve issues.

15.3 Where either party initiates a grievance under Section 261 of *The Education Act, 1995*, the written notice shall include the particulars of the grievance, the relevant clauses of the Agreement and the remedy requested.

15.4 If an alleged violation of a provision in the Provincial Collective Bargaining Agreement which is grievable is not referred to the parties to this Agreement within six (6) months of the time of the occurrence, or when the grievor reasonably ought to have known of the grievable matter, it shall be deemed to have been dropped.

15.5 The time for negotiating a settlement of a grievance pursuant to Section 263 of *The Education Act, 1995*, may be extended to such longer period of time as is agreed upon by the parties to this Agreement.

15.6 An arbitration board appointed pursuant to Section 261 of *The Education Act, 1995*, shall make its award within 45 days of the appointment of its chairperson.

Provided that, by mutual consent of the parties to this Agreement or with the concurrence of the Educational Relations Board, the arbitration board may extend the time limit specified in this Clause.

15.7 If a grievance is not referred to arbitration within 90 days beyond the date on which the parties conclude that a settlement of said grievance cannot be negotiated pursuant to Clause 15.2, the grievance shall be deemed to have been settled.

15.8 The arbitration board shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this Agreement; nor to add to, detract from or modify the language herein in arriving at a determination of any issue presented that is properly within the limitations expressed herein.

15.9 A teacher, including a substitute teacher, who is requested to attend a meeting which is disciplinary in nature or which may lead to discipline has the right and may choose to be accompanied by a representative of the Saskatchewan Teachers' Federation.

15.9.1 The board shall provide the teacher, including a substitute teacher, a minimum of two (2) working days advanced notice of the meeting and provide written notice outlining the purpose of the meeting and the allegations made against them.

15.9.2 In circumstances where alternative arrangements for representation are necessary, such as an online meeting, the teacher, including a substitute teacher, may choose to participate online with their representative.

- 15.10** The board shall provide the teacher, including a substitute teacher, with a copy of the facts included in the investigative report, after which the teacher shall have a minimum of two (2) working days to respond, before the board finalizes the investigative report and a decision resulting from the investigation.
- 15.11** Notwithstanding just cause for termination of employment as provided for in Section 210 of *The Education Act, 1995*, a decision to demote a Principal or Vice-Principal or other in-scope personnel shall require reasonable notice of a demotion. Reasonable notice shall be one month per year of service in the role with that school division, or pay in lieu thereof. In no case shall the notice or pay be less than two months. The amount of payment shall reflect only the monthly allowances for the position in question. The calculation of notice shall not include the months of July or August.

ARTICLE SIXTEEN

TEACHER ASSIGNED TIME

The parties to this Agreement agree that effective with the commencement of the 2019-20 school year, the following definitions shall further define the terms and conditions of employment for teachers with respect to the issue of teacher time.

16.1 A teacher's time falls within one of the following three categories:

- (a) Assigned teacher time.
- (b) Time spent carrying on the teacher's professional responsibilities as a teacher beyond their assigned teacher time.
- (c) Voluntary time spent on extracurricular activities and similar matters of benefit to the educational system and students, but extending beyond what the teacher's professional activities require them to do.

16.2 Assigned teacher time consists of the total of assigned teacher time for direct student instruction and assigned teacher time not involving direct student instruction.

16.3 Assigned teacher time for direct student instruction will customarily take place during the school day as defined in *The Education Regulations, 2019*, but need not encompass the entire school day thus defined, and may extend beyond the school day.

16.4 Assigned Teacher Time

- (a) In order to provide for the instruction of students and to administer schools and the programs they offer, the school or the employing school board or conseil scolaire or Saskatchewan Distance Learning Corporation (SDLC) will assign teachers to attend to teaching duties at designated times and places subject to any negotiated or contractual limits.
- (b) Assigned time occurs within a school year as defined by Section 163 of *The Education Act, 1995*, RSS c. E-0.2 and the Regulations thereunder, which includes periods that are considered either instructional time and non-instructional time as defined in Sections 19 and 20 of *The Education Regulations, 2019*.
- (c) Assigned teacher time means the sum of assigned teacher time for direct student instruction and assigned teacher time not involving direct student instruction, each as defined below. Assigned time includes duties assigned by the school board or school as well as duties assigned as a result of collectively bargained provisions.

16.5 Assigned Teacher Time for Direct Student Instruction

Assigned teacher time for direct student instruction is any time in which pupils of a school are in attendance and under the teacher's supervision for the purpose of receiving instruction in an educational program, including work-experience programs, parent-teacher-pupil conferences, examinations and other learning activities provided by the board of education or conseil scolaire or SDLC.

16.6 Assigned Teacher Time Not Involving Direct Student Instruction

- (a) Assigned teacher time not involving direct student instruction are those times when a teacher is assigned duties to be undertaken at designated times or places that do not involve direct student instruction and may not involve the presence of students. Such assigned duties include, but are not limited to, system-scheduled staff meetings and professional development or in-service training that are directed and required by the school division, in such a way they are or could reasonably be scheduled as part of the school division calendar, and therefore would be consistent for all teachers in the division.
- (b) Assigned teacher time not involving direct student instruction does not include:
 - i) Time spent on school-related activities collectively agreed to by staff but not mandated by the school board or conseil scolaire or SDLC.
 - ii) Time spent beyond the normal assigned time to attend to unforeseen or emergent circumstances.
 - iii) Voluntary time as referred to in Clause 16.1(c) above.
 - iv) Staff meetings to address non-system-directed issues except when release time is given for the purpose of that meeting.

16.7 Professional Responsibilities of Teachers

- (a) Professional teachers are responsible for meeting those general functions and duties set out in Section 231 of *The Education Act, 1995*, RSS c. E-0.2.
- (b) Nothing in the definition of assigned teacher time limits a teacher's obligation to discharge their professional responsibilities through a combination of assigned and non-assigned time.
- (c) Teachers have discretion, to be exercised reasonably, as to when they carry out their professional responsibilities that extend beyond assigned teacher time. This includes duties where the outcome required of the teacher is mandatory, but the manner in which the teacher devotes their unassigned time to achieve that outcome is subject to the teacher's discretion.

16.8 Nothing in these provisions affect the duties and responsibilities of teachers who are:

- (a) Principals, Vice-Principals and Assistant Principals with duties assigned in accordance with Section 175 of *The Education Act, 1995*.
- (b) Coordinators, consultants and other employees who are in receipt of a special allowance.

16.9 The parties to this Agreement agree that for the purpose of clarifying the relationship between teacher salaries and teacher time, the following conditions shall serve to further define the conditions of employment for teachers.

- (a) The school year for teachers shall not exceed the number of school days specified in *The Education Act, 1995* and *The Education Regulations, 2019*.
- (b) A teacher's assigned time shall not exceed 1,044 hours within the school year.
- (c) Annual school calendars shall be designed, and Ministry of Education review shall ensure, that calendars can operate within the assigned teacher time limits referred to in (b).
- (d) Any remedy for exceeding the maximum teacher time shall be through the granting of compensatory hours at a future date and not by way of additional wages or overtime, except where Clauses 2.3 and 2.6 of the Provincial Collective Bargaining Agreement apply.

*Note: Appendix F contains explanatory notes that should be considered in conjunction with Article 16.

*Note: For further information, please refer to the *Task Force on Teacher Time Final Report*.

ARTICLE SEVENTEEN

CLASS COMPLEXITY

- 17.1** Each school with a student population of 150 students or more shall have an additional one (1.0) certified teacher assigned on a full-time basis to provide support to classroom teachers to address issues related to class complexity.
- 17.2** Each school with a student population of 75 to 149 students shall have an additional half-time (0.5) certified teacher assigned to provide support to classroom teachers to address issues related to class complexity; and if on a contract exceeding half-time (0.5), shall be assigned other teaching duties within the same school for the remaining portion of their contract that exceeds half-time (0.5).
- 17.3** In accordance with *The Education Act 1995*, the duties of the designated teacher (as per 17.1 and 17.2) will be determined in collaboration between the Director of Education or designate, the principal, and members of the school staff.
- 17.3.1 Responsibilities may include, but are not limited to, one-on-one behavioural/safety interventions, individual or small group programming to address specialized learning needs of students, acute learning needs, modifications or adaptations of programming, counselling services, self-regulation education, etc.
- 17.3.2 The designated teacher holding this position on a full-time basis (as per 17.1) shall not have a regular classroom-teaching assignment or perform the duties of substitute teachers.
- 17.3.3 The designated teacher holding this position on a half-time basis (as per 17.2) shall not have a regular classroom teaching assignment or perform the duties of substitute teachers for the designated half-time (0.5) class complexity assignment.
- 17.4** The number of teaching staff and specialized teaching support staff, as of September 30 of the previous school year, shall not be reduced due to the implementation of this article and remains in place for the duration of this Agreement.
- 17.4.1 Notwithstanding 17.4, a reasonable reduction in the number of teaching staff may occur due to declining enrolment in a school as of September 30 of the previous year.
- 17.5** Enrolment shall be determined by the Ministry of Education *Provincial K-12 Headcount Enrolment* as of September 30 of the previous school year.
- 17.6** School divisions shall fulfil their obligations pursuant to this article no later than September 1 of each year.
- 17.6.1 Notwithstanding 17.6, in the event a school division's recruitment process is unsuccessful:
- (a) In collaboration, the Director of Education or designate, the principal and members of the school staff will identify other professional services to support class complexity in the school.
 - (b) The corresponding cost of the designated position (as per 17.1 and 17.2), shall be used to obtain other professional services in the school in lieu of the additional teacher for the remainder of the school year.
 - (c) Reasonable efforts will be made to have services in place prior to November 1 of each year.

17.7 Class Complexity Fund

- 17.7.1 In addition to all other provincial K-12 operating funds, the Government of Saskatchewan shall make available to school divisions a Class Complexity Fund of \$20 million per year of this Agreement to address issues related to class complexity in all schools in the division.
- 17.7.2 The Class Complexity Fund will be distributed annually to school divisions based on each division's proportion of the overall K-12 Headcount Enrolment. Enrolment will be based on the September 30 Ministry of Education *Provincial K-12 Headcount Enrolment* for the previous school year.
- 17.7.3 School divisions and local teachers' associations will engage in an annual process to ensure teacher voice in the allocation of the Class Complexity Fund. If required, the Teachers' Bargaining Committee and the Government-Trustee Bargaining Committee will mediate.
- 17.7.4 In a separate schedule to their annual report, school divisions will report on the use of the Class Complexity Fund.
- 17.7.5 The Classroom Complexity Fund shall not be used to implement the terms set forth in 17.1 and 17.2.

ARTICLE EIGHTEEN

ACCOUNTABILITY FRAMEWORK

The parties to this Agreement agree that the memorandum of understanding on the Accountability Framework (Appendix G) will be honoured and followed.

APPENDIX A

Form 8-I

Application – Supplemental Employment Benefits

Provincial Collective Bargaining Agreement – Supplemental Employment Benefits (8.5.1.1)

Teacher Identification and Authorization

Last Name First Name Initial

I hereby apply to the Board of Education of the School Division
for Supplemental Employment Benefits in accordance with Article 8 of the Provincial Collective Bargaining Agreement, SEB Plan.

Estimated date of birth of child:
(Day/Month/Year, e.g., 31 JAN 2000)

- I understand that it is my responsibility to provide the board of education with information as it becomes available with respect to my claim using the following form as required: **Form 8-II Qualified Medical Practitioner's Report – Confirmation of Date of Delivery, or Verification of Adoption or Surrogacy**
- I understand that it is my responsibility to provide the board of education with a copy of the letter confirming the commencement and level of my EI benefits.

☒
(Day/Month/Year, e.g., 31 JAN 2000)

For Board Use Only

Approved maternity leave dates: **from** **to**
(Day/Month/Year, e.g., 31 JAN 2000) (Day/Month/Year, e.g., 31 JAN 2000)

Date SEB application received:
(Day/Month/Year, e.g., 31 JAN 2000)

Date of written confirmation of receipt of application:
(Day/Month/Year, e.g., 31 JAN 2000)

Commencement of period as per 8.2.1(a):
(Day/Month/Year, e.g., 31 JAN 2000)

Commencement of EI benefit period:
(Day/Month/Year, e.g., 31 JAN 2000)

APPENDIX B

Form 8-II

Confirmation of Date of Delivery, or Verification of Adoption or Surrogacy

Provincial Collective Bargaining Agreement – Supplemental Employment Benefits (8.5.1.2)

The information provided will be used solely to verify the date of delivery, or official date of adoption or surrogacy to support my claim for Supplemental Employment Benefits.

Part I: Teacher Identification and Authorization

Last Name First Name Initial

I hereby authorize the release of the information requested in Part 2 below to the relevant administrative personnel of the board of education of the School Division to verify this claim for SEB Plan benefits in accordance with the Provincial Collective Bargaining Agreement.

Teacher's Signature

☒

Date Signed

(Day/Month/Year, e.g., 31 JAN 2000)

Part II: Qualified Medical Practitioner's Statement (Confirmation of Delivery)

Actual date of delivery:

(Day/Month/Year, e.g., 31 JAN 2000)

Name of Qualified Medical Practitioner

Phone

()

Address of Qualified Medical Practitioner

City/Town

Province

Postal Code

Signature of Qualified Medical Practitioner

☒

(Day/Month/Year, e.g., 31 JAN 2000)

Part IIB: Verification of Adoption or Surrogacy Statement

Official date of adoption:

(Day/Month/Year, e.g., 31 JAN 2000)

☐ Documentation of adoption is included with this form.

Official surrogacy delivery date:

(Day/Month/Year, e.g., 31 JAN 2000)

☐ Documentation of surrogacy is included with this form.

APPENDIX C

Form 8-III Calculation – SEB Plan Payment

Provincial Collective Bargaining Agreement – Supplemental Employment Benefits (8.5.3.1)

Teacher	<input type="text"/>	Estimated Date of Birth of Child or Date of Delivery (Earlier)	<input type="text"/>
			(Day/Month/Year, e.g., 31 JAN 2000)
Annual Rate of Salary and Allowances in Effect	<input type="text"/>	Daily Rate	<input type="text"/>
		(A)	
SEB Plan Daily Rate (A x 95%)	<input type="text"/>	EI Daily Rate (Weekly/5)	<input type="text"/>
(B)		(C)	
Commencement of Period as per 8.2.1(a)i	<input type="text"/>	Commencement of EI Benefit	<input type="text"/>

Benefit Period:

Benefit Period	Date	Teaching Days	Teaching Days During	
			Period as per 8.2.1(a)i	EI Benefit Period
Totals	<input type="text"/>	(D)	(E)	(F)
	(Day/Month/Year, e.g., 31 JAN 2000)			

Payment:

Benefits for part-time teachers are calculated as in the following example for a teacher on a 50% contract:

$$(.5B - C) \times D = .5BD - CD$$

Period as per 8.2.1(a)i: (B) x (E) =

EI Benefit Period: [(B) - (C)] x (F) =

Total Payment Due (Add): (G) =

Deductions:

Based on (G):	Income Tax	<input type="text"/>	CPP	<input type="text"/>
Based on (A x D):	TSC	<input type="text"/>	or STRP	<input type="text"/>
	LTD	<input type="text"/>	STF %	<input type="text"/>
Based on (Teaching + SEB Plan Payment Days):			STF Fee	<input type="text"/>

APPENDIX D

Form 7-I

Verification of Sickness – Qualified Medical Practitioner’s Report

Provincial Collective Bargaining Agreement – Sick Leave (7.5.5.1)

The information provided will be used solely to verify the teacher’s claim for sick leave.

Part I: Teacher Identification and Authorization

Last Name First Name Initial

I hereby authorize the release of the information requested in Part 2 below to the relevant administrative personnel of the board of education of the School Division to verify this claim for sick leave in accordance with the Provincial Collective Bargaining Agreement.

Teacher’s Signature Date of Birth Date Signed
(Day/Month/Year, e.g., 31 JAN 2000) (Day/Month/Year, e.g., 31 JAN 2000)

Part II: Qualified Medical Practitioner’s Statement to Verify Sickness

1. Date of consultation:
(Day/Month/Year, e.g., 31 JAN 2000)
2. The above-named teacher has been incapable of fulfilling teaching duties due to sickness:
 - a) from to , OR
(Day/Month/Year, e.g., 31 JAN 2000) (Day/Month/Year, e.g., 31 JAN 2000)
 - b) since AND will be incapable of fulfilling teaching duties:
 - (i) for less than 4 weeks until , OR
(Day/Month/Year, e.g., 31 JAN 2000)
 - (ii) until expected date of return , OR
(Day/Month/Year, e.g., 31 JAN 2000)
 - (iii) for at least: ☐ 4 weeks ☐ 6 weeks ☐ 3 months ☐ 6 months ☐ 12 months
3. Date of next medical review:
(Day/Month/Year, e.g., 31 JAN 2000)
4. Has treatment been prescribed? ☐ Yes ☐ No

Name of Qualified Medical Practitioner Phone
()

Address of Qualified Medical Practitioner

City/Town Province Postal Code

Signature of Qualified Medical Practitioner
(Day/Month/Year, e.g., 31 JAN 2000)

Costs associated with the completion of this form to be borne by the teacher.

2023-2026 Provincial Collective Bargaining Agreement – Form 7-I updated April 2025

Form 7-II

Second Opinion of Sickness – Qualified Medical Practitioner’s Report

Provincial Collective Bargaining Agreement – Sick Leave (7.5.5.3)

The information provided will be used solely to verify the teacher’s claim for sick leave.

Part I: Teacher Identification and Authorization

Last Name First Name Initial

I hereby authorize the release of the information requested in Part 2 below to the relevant administrative personnel of the board of education of the School Division to verify this claim for sick leave in accordance with the Provincial Collective Bargaining Agreement.

Teacher’s Signature ☒ Date of Birth (Day/Month/Year, e.g., 31 JAN 2000) Date Signed (Day/Month/Year, e.g., 31 JAN 2000)

Part II: Board Appointed Qualified Medical Practitioner’s Statement to Verify Sickness

1. Date of consultation: (Day/Month/Year, e.g., 31 JAN 2000)

2. The above-named teacher has been incapable of fulfilling teaching duties due to sickness:

(a) from (Day/Month/Year, e.g., 31 JAN 2000) to (Day/Month/Year, e.g., 31 JAN 2000), OR

(b) since (Day/Month/Year, e.g., 31 JAN 2000) AND will be incapable of fulfilling teaching duties:

(i) for less than 4 weeks until (Day/Month/Year, e.g., 31 JAN 2000), OR

(ii) until expected date of return (Day/Month/Year, e.g., 31 JAN 2000), OR

(iii) for at least: ☐ 4 weeks ☐ 6 weeks ☐ 3 months ☐ 6 months ☐ 12 months

3. Date of next medical review: (Day/Month/Year, e.g., 31 JAN 2000)

4. Has treatment been prescribed? ☐ Yes ☐ No

Name of Qualified Medical Practitioner Phone ()

Address of Qualified Medical Practitioner

City/Town Province Postal Code

Signature of Qualified Medical Practitioner: ☒ (Day/Month/Year, e.g., 31 JAN 2000)

Costs associated with the completion of this form to be borne by the board.

2023-2026 Provincial Collective Bargaining Agreement – Form 7-II updated April 2025

APPENDIX F

TEACHER ASSIGNED TIME

Teacher assigned time deals with the maximum amount of time assigned to teachers as directed and scheduled by boards of education. This maximum applies to all teachers.

The inclusion of the explanatory notes is to provide understanding and clarification regarding the rationale for and implementation of Article 16. This appendix is in effect for the term of this Agreement.

Clause 16.3

Explanatory Note:

Article 16 and the provisions that follow draw a distinction between teacher time, a matter over which teachers and the STF have a particular interest, and the parallel concept of student time, a matter the province regulates in the interests of ensuring appropriate educational standards. While teacher time and student time often span the same time on the clock, they are not the same concepts and need to be defined in a way that provides a clear understanding of the differences between the two.

Clause 16.4

Explanatory Note:

The concept of assigned time is not intended to adopt a time-clock approach for the teaching profession. It is tied into the concept of the annual school calendar. Teachers, as a matter of professional responsibility, are expected to arrive at school sufficiently in advance of their assigned-time duties so as to be ready to perform their assigned duties. The same is true at the end of those duties, recognizing that some time is usually needed for conversations with peers, discussion of current events in the school and so on. Fifteen minutes before and after the assigned duties might be needed for such activities, but this is conceived of as simply an aspect of a teacher's professional responsibility and not as assigned time for the purpose of the limits on assigned time.

Clause 16.5

Explanatory Note:

Practically, in the large majority of cases, the teacher's day will be linked to the school day, and assigned time for direct student instruction time will closely parallel the times students will attend which currently range between 5.0 and 5.3 hours per day,* varying with the number of school days and related factors.

*This is with respect to a regular five-day school week.

Clause 16.6

Explanatory Note:

This definition includes expectations that are common for all teachers, though these may vary from teacher to teacher. Assigned time includes non-instructional days. For example, when teachers are expected or required to attend professional development sessions, participate in professional learning communities, school-wide planning days or administrative days (i.e., the turnaround days, and those days that usually occur at the beginning or end of the school year). The hours of those days would typically be the number of hours equivalent to an instructional day, but need not be, and could be defined in the school-division calendar.

System-scheduled staff meetings are those times and tasks where staff is expected to participate, regardless of whether a particular day has been specified. For example, staff collectively expected to create a school plan that aligns with the Education Sector Strategic Plan, to be done outside the school day, but at a time or on a date left to their staff's discretion, would be included.

If a division provides early release time for staff meetings, that time would be included. If there is an expectation that a set amount of time outside the normal instructional day be devoted to the continuation of the staff meeting, that too would be included. If a division directs teachers to participate, for example, in 10 hours of required online professional development over the course of the year, this would be included. Participation in committees as a school representative or participation in optional professional development would not be included.

Clauses 16.6(b)(i) and 16.6(b)(ii) recognize that circumstances arise in the life of every school that require attention. Clause 16.6(b)(i) addresses staff-identified needs of the school. Clause 16.6(b)(ii) is more directed at unexpected needs that arise due to unforeseen circumstances. Examples might include major weather disturbances, busing disruptions, the need to attend to or plan for unanticipated disruptions in the school's regular activities, fire, flood or similar unanticipated events. Clause 16.6(b)(iii) simply makes it clear that voluntary time for things like extracurricular activities does not count towards the assigned-time calculations.

Clause 16.7

Explanatory Note:

Supervision of students during recess or break periods is considered to be a part of the teachers' professional responsibilities and, therefore, is not considered to be assigned time.

Clause 16.9

Explanatory Note:

Teachers who voluntarily accept additional responsibilities beyond those described in Section 231 of *The Education Act, 1995* do so outside of their regular assigned time. Examples of this include field trips and student experiences beyond the classroom.

APPENDIX G

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (MOU) dated as of the 03 day of April, 2025.

BETWEEN:

HIS MAJESTY THE KING IN RIGHT OF SASKATCHEWAN,

as represented by the Minister of Education

("ED")

and

SASKATCHEWAN SCHOOL BOARDS ASSOCIATION,

("SSBA")

and

SASKATCHEWAN TEACHERS' FEDERATION

("STF")

WHEREAS the Minister of Education is charged with the responsibilities related to the provision of strategic, innovative and collaborative leadership to the Prekindergarten through Grade 12 education sector, the promotion of student success and the well-being of Saskatchewan children and youth, in accordance with *The Education Act*, 1995.

AND WHEREAS the SSBA represents all 27 public, separate and francophone school divisions (collectively, the "school divisions"), and reflects the rural, urban and northern diversity of the Province of Saskatchewan.

AND WHEREAS the STF represents the interest of their membership.

AND WHEREAS on March 8, 2024, ED and SSBA signed a Multi-Year Funding Agreement ("MFA") that ensures a minimum funding commitment for classroom supports to school divisions for the term of April 1, 2024, until March 31, 2028.

AND WHEREAS ED, SSBA and STF share the common goals of:

- Implementing a reporting framework that:
 - provides transparency and allows for teacher voice with respect to school divisions' allocation of classroom support funding; and,
 - provides for reporting both locally and provincially on the allocation of classroom support resources as outlined in the MFA as between ED and SSBA.

AND WHEREAS ED, SSBA and STF desire to work co-operatively towards achieving these common goals.

NOW THEREFORE, in consideration of the STF discontinuing its job sanctions and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. PURPOSE

ED, SSBA, and STF have recognized the importance of transparent allocation and reporting of the classroom supports as outlined in the MFA and have agreed to the following:

1. School divisions will engage local teachers' associations to ensure teacher voice is considered in the allocation of classroom support resources as outlined in the MFA;
2. Annual reporting to ED through the school division budget approval process on the intended use of classroom support resources outlined in the MFA; and
3. In a separate schedule to their Annual Report, school divisions will report on the use of the classroom support resources provided for through the MFA.

2. OBJECTIVE

To formalize a process to report out on the use of classroom support funding as articulated in the MFA.

3. TERM & TERMINATION

The term of this MOU will be congruent with that of MFA.

4. GENERAL

It is expressly understood that the local teachers' associations shall serve solely in an advisory capacity to the school division. As such, they shall hold no decision-making authority within the context of this MOU or the projects, budget, and activities that fall under its purview.

It is understood that the grievance arbitration process will not be available to the parties under this MOU in relation to the allocation of classroom support resources by Boards of Education.

The parties shall not delay the creation or approval of school division budgets through any activities contemplated within the terms of this MOU and that school division budgets must continue to meet all timelines as required by ED.

This MOU may be amended at any time with written agreement of all parties. Any amending agreement is to be appended to this MOU.

IN WITNESS WHEREOF the parties have executed this MOU as of the day and year first above written.



Ministry of Education



Saskatchewan School Boards Association



Saskatchewan Teachers' Federation

APPENDIX H

LETTER OF UNDERSTANDING

Task Force on Complexity/Classroom Support

The Ministry of Education, the Saskatchewan School Boards Association and the Saskatchewan Teachers' Federation agree to jointly chair and conduct a task force to gather input from teachers and ancillary professionals, students and families related to classroom complexity and support. The process will identify current successes and challenges to inform future sector policy development pertaining to classroom complexity and support. Representatives from each party agree to meet prior to September 30, 2025, to determine the scope and process for the task force. The Ministry will fund the operating costs and the parties will cover the costs of their representatives.

This letter of understanding dated the 03 day of April, 2025.



Ministry of Education



Saskatchewan School Boards Association



Saskatchewan Teachers' Federation

APPENDIX I

LETTER OF UNDERSTANDING

Policy Table on Violence-Free Classrooms

The Ministry of Education agrees to chair a policy table on violence-free classrooms with representation from the Saskatchewan School Boards Association and the Saskatchewan Teachers' Federation.

The policy table will seek to identify the scope of the matter, define terminology and develop a data collection process and reporting schedule. A planning meeting with representatives of all parties will be held prior to September 30, 2025. An interim report will be completed by June 2026 and a final report by June 2027. The Ministry will fund the operating costs and the parties will cover the costs of their representatives.

This letter of understanding dated the 03 day of April, 2025.



Ministry of Education



Saskatchewan School Boards Association



Saskatchewan Teachers' Federation

APPENDIX J

LETTER OF UNDERSTANDING

Judicial Ruling Follow Up

If the pending Judicial Review of June 11, 2025, upholds the “Barber” grievance panel decision of April 2, 2024, the Government-Trustee Bargaining Committee agrees to amend Article 15.9 to include the term “substitute teacher.”

A handwritten signature in black ink, consisting of a stylized 'D' followed by a long horizontal line and a small dot.

Government-Trustee Bargaining Committee

APPENDIX K

LETTER OF UNDERSTANDING

Year One Implementation of Article 17.1 and 17.2

The Ministry of Education will gather data by school location identifying positions in Article 17.1 and 17.2 as filled or vacant as of September 15, 2025.

A report of these findings will be provided to the STF and the SSBA on or before September 30, 2025.

This Letter of Understanding and any commitment herein contained expires effective October 1, 2025.

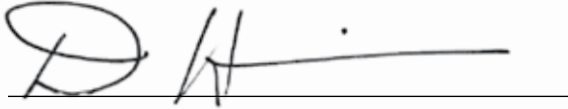
A handwritten signature in black ink, appearing to be 'JPS', is written above a horizontal line.

Ministry of Education

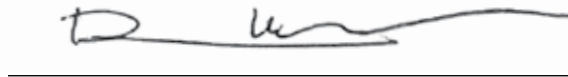
In witness whereof the duly authorized representatives of the parties hereto have set their hands at

Saskatoon, Saskatchewan this 03 day of April, 2025

Signed on behalf of the Boards of Education and
the Government of Saskatchewan



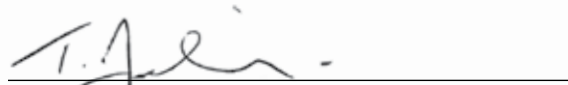
Don Hoium



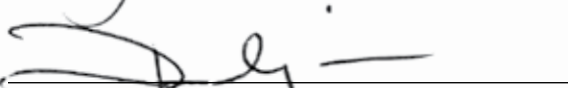
Darren McKee



Lori Kidney



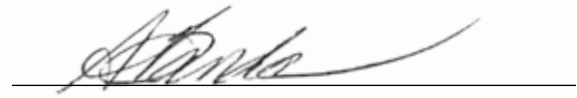
Tim Jelinski



Thomas Sierzycki



Signed on behalf of the Teachers of
Saskatchewan



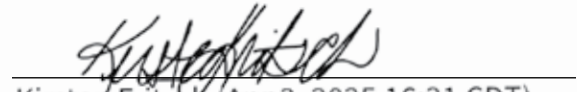
Angela Banda



Samantha Becotte



Nathan Bromm (Apr 3, 2025 15:34 MDT)



Kirsten Fritsch (Apr 3, 2025 16:31 CDT)

