

Sept. 1/12 – Aug. 31/13

STEP	Class IV	Class V	Class VI
1	\$51,476	\$54,393	\$57,952
2	53,776	56,781	60,448
3	56,180	59,273	63,051
4	58,690	61,875	65,766
5	61,313	64,592	68,599
6	64,054	67,427	71,553
7	66,916	70,387	74,635
8	69,907	73,476	77,849
9	73,031	76,702	81,202
10	76,295	80,069	84,699
11	79,706	83,584	88,347

NORTHERN ALLOWANCE	
(payable to all teachers in the employ of the Division who live and work in Northern Saskatchewan)	
Community	RATE
Air Ronge .....	\$1204.00
Bear Creek.....	\$4140.00
Beauval .....	\$3311.00
Brabant Lake.....	\$5494.00
Buffalo Narrows.....	\$3311.00
Cole Bay.....	\$4664.00
Cumberland House .....	\$4140.00
Green Lake .....	\$2258.00
Jans Bay .....	\$4664.00
La Loche .....	\$4140.00
La Ronge.....	\$1204.00
Pinehouse .....	\$4664.00
Sandy Bay.....	\$4140.00
St. George's Hill.....	\$5494.00
Stony Rapids.....	\$6772.00
Timber Bay.....	\$3311.00
Uranium City .....	\$6772.00
Weyakwin.....	\$3311.00

**PROVINCIAL AGREEMENT PROVISIONS**

**Dental Plan**

- Teacher's Premium paid by Provincial Government.
- Teachers are reimbursed according to Dentists' approved fee schedule – there is no deductible.

**Health Care Plan**

- Teacher's Premium paid by Provincial Government
- Includes reimbursement for optical and prescription drugs.

**Sick Leave**

- Full time teacher receives 20 days per academic year to a maximum accumulation of 180 days

**Supplemental Employment Benefits (SEB) Plan**

- A female teacher is eligible who is medically unfit for duty for health related reasons due to pregnancy, delivery or post-delivery.
- Benefit = 95% of salary (minus EI payment) for 17 weeks of academic year commencing the estimated date of birth or date of delivery without being required to provide medical evidence.

**LOCAL AGREEMENT PROVISIONS**

**Fly-in Schools**

- Four paid round trips per year (some conditions apply).
- Freight subsidy of \$1200 per year.

**Moving Expenses - Newly-hired Teachers**

- Travel reimbursement plus freight assistance to \$2,000 for on-road communities; freight reimbursement for fly-in communities.

**Professional Development Leaves and Bursaries**

- Long term (4 to 14 months), Medium term (11 teaching days to 4 months) and Short term (up to 10 teaching days) professional development leaves available.
- Eligibility = Long term leaves with grant after 2 years of continuous service, Medium term leaves with grant after 1 year of continuous service and Short term leaves with grant immediately upon commencing employment.
- Grant = 51% of salary plus 10% per dependent - maximum of 71% for Long and Medium terms and 100% of salary for Short term.
- Maximum Leaves with Grant - four per year for Long term, four per semester (3 semesters/year) for Medium term and upon approval for Short term.
- Eligible for Bursaries after completing at least a portion of one year of service.
- Up to 30 Bursaries per year with amount equal to cost of tuition for class.

**Teacher Housing**

- Subsidized rental rates in Board-supplied units.(\*)
- Housing subsidy for teachers who supply their own units.(\*)
- Major furnishings supplied.
- Cost of water and sewer 100% paid.(\*)

(\* ) This provision is considered a taxable benefit.