

# Article Two

## Salaries of Teachers

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**2.1** The annual rate of salary of all full-time teachers for the period September 1, 2013 to August 31, 2014 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, 2.1.3 and 2.1.4.

2.1.1 For purposes of the schedules set out below and as detailed in the Step Placement Chart, Appendix F:

- (a) Any teacher who was assigned to a class and step on the salary grid in effect on August 31, 2013 will be assigned to the same class and step in the salary grid in effect September 1, 2013 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, 2013 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, 2013; the first time the teacher begins teaching after September 1, 2013, 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, 2013 to August 31, 2014 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	43723	43723	43723	43723	52428	55399	59024
2		45275	45275	45275	54771	57831	61566
3		46883	46883	46883	57219	60370	64217
4		48546	48546	48546	59776	63020	66983
5		50269	50269	50269	62447	65787	69868
6		52053	52053	52053	65239	68674	72877
7		53901	53901	53901	68154	71689	76016
8		55814	55814	55814	71200	74835	79289
9		57795	57795	57795	74382	78121	82704
10		59847	59847	59847	77706	81550	86266
11		61971	61971	61971	81181	85130	89981

2.1.2 For purposes of the schedules set out below and as detailed in the Step Placement Chart, Appendix F:

- (a) Any teacher who was assigned to a class and step on the salary grid in effect on August 31, 2014 will be assigned to the same class and step in the salary grid in effect September 1, 2014 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, 2014 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, 2014; the first time the teacher begins teaching after September 1, 2014, 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 effective September 1, 2014 to August 31, 2015 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.

<b>Step</b>	<b>Class C</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>	<b>Class VI</b>
1	44554	44554	44554	44554	53424	56452	60146
2		46136	46136	46136	55812	58930	62736
3		47773	47773	47773	58306	61517	65438
4		49468	49468	49468	60912	64217	68255
5		51224	51224	51224	63634	67037	71196
6		53043	53043	53043	66479	69979	74261
7		54925	54925	54925	69449	73051	77460
8		56874	56874	56874	72553	76257	80796
9		58893	58893	58893	75795	79605	84276
10		60984	60984	60984	79183	83100	87905
11		63148	63148	63148	82723	86748	91691

2.1.3 For purposes of the schedules set out below and as detailed in the Step Placement Chart, Appendix F:

- (a) Any teacher who was assigned to a class and step on the salary grid in effect on August 31, 2015 will be assigned to the same class and step in the salary grid in effect September 1, 2015 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, 2015 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, 2015; the first time the teacher begins teaching after September 1, 2015, 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 effective September 1, 2015 to August 31, 2016 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.

<b>Step</b>	<b>Class C</b>	<b>Class I</b>	<b>Class II</b>	<b>Class III</b>	<b>Class IV</b>	<b>Class V</b>	<b>Class VI</b>
1	45400	45400	45400	45400	54440	57524	61288
2		47012	47012	47012	56872	60050	63928
3		48681	48681	48681	59414	62685	66681
4		50408	50408	50408	62069	65437	69552
5		52197	52197	52197	64843	68311	72548
6		54050	54050	54050	67742	71309	75672
7		55969	55969	55969	70768	74439	78932
8		57955	57955	57955	73932	77706	82331
9		60012	60012	60012	77235	81118	85877
10		62143	62143	62143	80687	84679	89575
11		64348	64348	64348	84295	88396	93433

2.1.4 For purposes of the schedules set out below and as detailed in the Step Placement Chart, Appendix F:

- (a) Any teacher who was assigned to a class and step on the salary grid in effect on August 31, 2016 will be assigned to the same class and step in the salary grid in effect September 1, 2016 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, 2016 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, 2016; the first time the teacher begins teaching after September 1, 2016, 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 effective September 1, 2016 to August 31, 2017 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	46263	46263	46263	46263	55474	58617	62453
2		47905	47905	47905	57952	61191	65143
3		49606	49606	49606	60543	63876	67948
4		51366	51366	51366	63248	66680	70874
5		53189	53189	53189	66075	69609	73927
6		55077	55077	55077	69029	72664	77110
7		57032	57032	57032	72113	75854	80431
8		59056	59056	59056	75336	79182	83895
9		61152	61152	61152	78703	82659	87509
10		63324	63324	63324	82220	86288	91277
11		65570	65570	65570	85896	90076	95208

**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 Section 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

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

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(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.