

WELCOME TO THE TEACHING PROFESSION



SASKATCHEWAN
TEACHERS'
FEDERATION



Every new teacher has a different point of departure and a different destination in mind when their professional journey begins. You will surely have common experiences and collegial relationships to help you find your way. The Saskatchewan Teachers' Federation is here to support your early days in the classroom and throughout your career.

The Federation has advanced the interests of teachers and advocated for excellence in public education for more than 80 years. You are now part of a professional organization representing over 13,500 teachers in PreK-12 schools in Saskatchewan, and a trusted and respected leader and partner in education.

Membership grants professional status that comes with responsibilities, rights and benefits. Working together, we represent and advocate on behalf of the collective, while attending to your individual professional aspirations and needs. Every program, service or resource offered by the Federation is designed to enhance the well-being and success of teachers and their students.

PROGRAMS, SERVICES AND RESOURCES

EMMA STEWART RESOURCES CENTRE

(2311 Arlington Avenue)

The Emma Stewart Resources Centre is the professional library for Saskatchewan teachers. With a collection of over 33,000 books and audiovisual resources, 85 journals, a selection of teacher-prepared units, and friendly and knowledgeable staff, the Centre is able to meet your classroom, research and professional learning needs.

The Centre is located in Saskatoon, but a free mailing service is also provided, which includes a mailing label enclosed with the borrowed material so that they can be returned free of charge. You can also access the online catalogue to search for the materials you need at any time of day. If you are not sure exactly which materials might be appropriate for your classroom needs, feel free to contact the Centre with a topic and grade level, and they will do the rest. For more information, visit www.stf.sk.ca > Professional Resources > Emma Stewart Resources Centre.



RESOURCES

PROFESSIONAL LEARNING OPPORTUNITIES

(2311 Arlington Avenue)

The Federation offers various ongoing programs and services as well as shorter-term activities to support teachers' continued learning. All of these initiatives are based on the basic principle that teachers' professional growth should be designed and facilitated by teachers.

Staff members of the Federation and STF Professional Learning (formerly known as the Saskatchewan Professional Development Unit) work closely with teachers and educational partners from across the province to plan and deliver a wide range of exciting and innovative resources, workshops, seminars, conferences and events.

Visit the STF Professional Learning website at www.stfprofessionallearning.ca to learn more.

Check out the events calendar at www.stf.sk.ca > Professional Resources for information on upcoming opportunities, how to register and to view our online catalogue.



PROFESSIONAL
LEARNING

PROFESSIONAL GROWTH NETWORKS

Professional growth networks are organizations of teachers and other educators interested in a specific subject field, service area or interdisciplinary group. There are 28 professional growth networks, which are affiliated with the Federation. From music educators to mathematics teachers, each provides their members with a variety of supports such as publications, in-service programs and other professional development assistance. For a listing, please visit www.stf.sk.ca > Professional Resources > Professional Growth Networks.

We would like to invite you to apply for one free membership during your first year of teaching by completing and returning the voucher located in the Beginning Teachers section of the Federation website.



PROFESSIONAL
GROWTH NETWORKS

THE MCDOWELL FOUNDATION

The McDowell Foundation is an independent charitable organization that funds research into teaching and learning in publicly funded elementary and secondary schools. It was created by the Federation in response to the teaching profession's need for greater involvement in educational research. It supports a wide range of activities aimed at the improvement of PreK-12 education, including grants to teachers for classroom-based research projects, an annual award and conference that provides networking and mentoring opportunities for teachers and researchers, and community-based conversations.

To learn how you can become involved in the Foundation's work, visit www.mcdowellfoundation.ca.



MEMBER SUPPORT

Member Support provides a variety of services, supports and advice to members in areas such as workplace relationships, employment contract and legal matters. Services are confidential, timely and provide effective solutions to help resolve your employment and professional needs. The Federation is committed to providing the best service possible, which is why we continue to look for ways to enhance the service experience for members. We encourage you to contact us; we will be pleased to support you as needed or answer any questions you may have.



MEMBER
SUPPORT

PROVINCIAL COLLECTIVE BARGAINING AND ADVOCACY

The Federation negotiates provincial collective bargaining agreements on behalf of members to address issues related to salaries, benefits and working conditions. Collective bargaining is one important aspect of the advocacy work the Federation undertakes to ensure the voice of teachers is present in discussions and decision making in education. If there is an issue of importance to teachers, you can count on the Federation to be initiating and taking part in discussions with decision makers and the public on your behalf.

More information about collective bargaining can be found at www.stf.sk.ca > Teaching in Saskatchewan > Collective Bargaining.



COLLECTIVE
BARGAINING

SASKATCHEWAN BULLETIN

Published monthly by the Federation, this newspaper provides timely news stories about the happenings in education and the accomplishments of students and teachers in classrooms and communities throughout Saskatchewan. Featured articles from the *Saskatchewan Bulletin* are also available online through the *e-Bulletin* and on the News page of the Federation website.

TEACHER TALK

We are pleased to provide an online discussion forum, TeacherTalk, which facilitates peer-to-peer professional networking and learning opportunities for all teachers in publicly funded schools in Saskatchewan. TeacherTalk provides an avenue to share teaching strategies, discuss educational challenges and collaborate on best practices in education.

Visit the MySTF section of the Federation website at www.stf.sk.ca and join the conversation!

For complete information on the Federation and the services provided to teachers, please visit www.stf.sk.ca. There is also a section for new teachers with tools and resources to help you navigate your way at www.stf.sk.ca > Teaching in Saskatchewan > Beginning Teachers.



PENSION AND BENEFIT PLANS

We believe benefit programs are an important means to support the physical, mental and financial well-being of teachers and their families.

YOUR BENEFITS

As a member of the Saskatchewan Teachers' Federation, you are eligible for a wide range of benefits while employed under a continuing, replacement or temporary contract of employment. These benefits include:

- Health plan
- Dental plan
- Pension plan
- Disability plan
- Group life insurance*
- Optional life insurance
- Member and Family Assistance Program

Substitute teachers are eligible for pension benefits and may purchase voluntary term life insurance.

All of the above plans are administered by the Federation, except for the dental plan and mandatory group life insurance, which are administered by the Saskatchewan Teachers' Superannuation Commission.

* If you are on a temporary contract of employment, your contract must be for 20 or more teaching days to be eligible for mandatory group life insurance.

HOW TO ENROL

An Enrolment form signed by both you and your employing school board must be submitted to the Federation. This form is available from your school board or the Federation website. Your enrolment information will be shared with the Saskatchewan Teachers' Superannuation Commission. Each time you sign a new contract of employment a new Enrolment form must be submitted.

If your personal information changes, you take a leave of absence, or leave teaching, you must complete and return an STF Change of Information form. Alternatively, your name and contact information can be changed online when you log in to the MySTF section of our website. You will also need to advise the dental plan of any changes by submitting a Teachers' Dental Plan Change of Information form to the Commission.

WHEN COVERAGE BEGINS

Health and dental plan coverage begins after you have completed 20 full or partial days of teaching service while you are on a contract of employment. Once you have completed the 20-day qualification period, coverage is applied retroactively to your first paid teaching day. You will receive a personalized health benefit card after the 20-day qualification period.

If you purchase optional term life insurance, provided you meet the requirements for insurability, coverage begins on the day the Federation receives your completed application form and your premium payment.

All other benefits begin the first day of your contract of employment.

HEALTH AND WELL-BEING

HEALTH PLAN

The STF Health Plan (formerly Members' Health Plan) covers a wide range of medical expenses for you, your spouse and your dependants while you are on a contract of employment. This includes eligible prescription drugs, vision and other health-care expenses, and emergency out-of-country medical expenses. The provincial government solely funds the benefit, but it's administered by the STF. Members can register for Canada Life GroupNet to submit and track health claims online, and register for direct deposit.

Plan members also have access to the Member and Family Assistance Program, which provides confidential, short-term counselling on a variety of issues. These include mental and emotional concerns, legal and financial problems, work-life solutions, and health and wellness coaching.



HEALTH

DENTAL PLAN

A range of dental expenses are covered by the Teachers' Dental Plan for you and your family while you are employed under contract. This benefit is funded solely by the provincial government and is administered by the Saskatchewan Teachers' Superannuation Commission.

FINANCIAL SECURITY

PENSION PLAN

All Saskatchewan teachers who began teaching after July 1, 1980, are members of the STF Pension Plan (formerly Saskatchewan Teachers' Retirement Plan). Your STRP pension is determined by a formula that is based on your earnings and service. Monthly pension contributions are deducted from your pay by your employing school division. The provincial government contributes to the pension plan at the rate negotiated through the provincial collective bargaining process. (This benefit plan is administered by the Federation.)



PENSION

DISABILITY PLAN

A monthly disability benefit may be available from the Teachers' Long-Term Disability Plan should a medical disability prevent you from working after your paid sick leave benefits have been used. Rehabilitative services that support the recovery process and return to active employment are also available. You must apply for these benefits. Since teachers pay the premiums, disability benefits from this plan are not taxable. (This benefit plan is administered by the Federation.)



DISABILITY

GROUP LIFE INSURANCE

Life insurance coverage for teachers on a contract of employment is provided by the Teachers' Group Life Insurance Plan. Coverage is equal to twice the maximum salary for Class VI, rounded to the next \$1,000. An equal amount of coverage for accidental death and dismemberment is also provided. The provincial government pays one-half of the premiums with teachers paying the other half through deductions from their pay.

OPTIONAL LIFE INSURANCE

Optional Life Insurance (formerly Portaplan) is a term life insurance plan that offers life, accident and dependant life insurance for you and your family at group rates. Participation is voluntary and premiums are paid fully by the policyholder.

If you purchase optional term life insurance, coverage may continue after your contract of employment ends, you change careers or move to another country. (This benefit plan is administered by the Federation.)



OPTIONAL
LIFE INSURANCE

FOR MORE INFORMATION

For easy access to information about your benefits, please visit the Federation website, www.stf.sk.ca, or refer to the information booklet available for each plan. If you still have questions, please call the Federation at 1-800-667-7762 or 306-373-1660 in Saskatoon and our knowledgeable staff will be happy to assist you.

If your question is specific to the dental or group life insurance plan, please contact the administrator of these plans, the Saskatchewan Teachers' Superannuation Commission, at 1-877-364-8202 or 306-787-6440 in Regina, or visit their website at www.stsc.gov.sk.ca.

STF ONLINE SERVICES

Log in to the MySTF section of the website, www.stf.sk.ca, to access the following self-service options available to make your life easier.

Profile Management

- Change your name, mailing address or preferred email address.

Subscription Preferences

- Manage your subscriptions to Federation emails and e-publications (i.e., *PCB Update*, *e-Bulletin*, *What's New at the Federation*).

STF Health Plan (formerly Members' Health Plan)

- Update your spouse/dependant information (for the health plan only).
- Print health claim forms with your personal information already filled in, including your health plan member ID number.
- Register for Canada Life GroupNet to submit and track your health claims online, register for direct

deposit and view your Vision Coverage Balances and Next Possible Purchase Date report. To register you will need the plan number (51585) and your personal health plan member ID number.

STF Pension Plan (formerly STRP)

- Use the Pension Estimator to estimate your pension at various retirement dates based on inputs that you select.
- View your three most recent Annual Pension Statements.

Optional Life Insurance (formerly Portaplan)

- View your most recent Annual Premium Notice.
- View your current insurance coverage, beneficiary designation and chosen payment method.

OTHER ONLINE SERVICES

Sun Life Financial online member access allows you to submit dental claims electronically, register for direct deposit and access your dental claims history and other benefit details.

For step-by-step registration instructions, see *The Benefits of Going Online* on the Saskatchewan Teachers' Superannuation Commission website, www.stsc.gov.sk.ca.





SASKATCHEWAN
TEACHERS'
FEDERATION

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