

TEACHER SALARY CLASSIFICATION

In accordance with *The Teacher Salary Classification Regulations, E-0.2 Reg 25*, teachers in Saskatchewan schools regulated by *The Education Act, 1995* are classified for salary purposes based on their academic qualifications and the type of teacher's certificate they hold.

The salary paid in each class is determined by the Provincial Collective Bargaining Agreement.

Classification is done initially by the employing board of education or conseil scolaire at the time of employment or request for reclassification. It is the responsibility of the teacher to furnish an official transcript confirming completion of a degree(s) to the employing board of education or conseil scolaire for classification purposes. When a teacher improves his or her qualifications and is thus eligible for reclassification, it is the teacher's responsibility to apply to the employer for reclassification.

The classification regulations provide protection for teachers so that reclassification will not result in a less favourable salary position.

5 Notwithstanding the system of salary classification provided for in these regulations, the salary classification of any teacher continuously employed in teaching service in Saskatchewan on and after the coming into force of these regulations is not to be less favourable than the salary classification provided for that teacher before the coming into force of these regulations.

23 Oct 2015 cE-0.2 Reg 25 s6.

Application for Reclassification

If you improve your qualifications and believe that you are therefore eligible for reclassification, it is your responsibility to provide your board of education or conseil scolaire with evidence of your qualifications **within the greater** of the following periods:

- (a) 120 days after the day on which you have met the requirements for reclassification; or
- (b) 120 days after the day of commencing duties with the board of education or conseil scolaire.

The date of meeting the requirements for reclassification is deemed to be the date of the final test or examination which qualifies you for the classification.

Once you have met the requirements, your reclassification takes effect on whichever of the following dates that occurs first:

- (a) May 1;
- (b) September 1 (or the school opening date if prior to September 1); or
- (c) January 1.

Appeal of Classification

When a teacher believes that the classification is not in accordance with the classification regulations, the teacher may appeal to the Teacher Classification Appeals Board. Teachers do not appear in person before this Board.



SASKATCHEWAN
TEACHERS'
FEDERATION

The Board is comprised of representatives from the Saskatchewan Teachers' Federation, the Saskatchewan School Boards Association and the Ministry of Education.

1. This appeal must be made within six months from the date of issue of the first salary cheque based on the disputed classification in order for the teacher to be eligible to receive retroactive pay to the first day of work.
2. An appeal made after six months will be effective on the date it is received by the Teacher Classification Appeals Board.
3. Application forms for review of classification are available from the address listed below.
4. Send all documentation to:

Chair, Teacher Classification Appeals Board
Ministry of Education
128 - 1621 Albert Street, Regina SK S4P 2S5
Tel: 306-787-6053
Fax: 306-787-1003

Classifications

Teachers can be placed in Class C, 1, 2, 3, 4, 5 or 6 based on their educational qualifications. The provincial legislation (Section 3 of *The Teacher Salary Classification Regulations, E-0.2 Reg 25*) specifies teacher classification requirements as follows:

Class C

- 3(1) A board of education or the conseil scolaire shall place a teacher in Class C if the teacher holds a temporary teaching permit but does not meet the qualifications of subsection (2).

Class 1

- (2) A board of education or the conseil scolaire shall place a teacher in Class 1 if the teacher:
 - (a) has completed two years of recognized post-secondary education; and
 - (b) holds a temporary teaching permit.

Class 2

- (3) A board of education or the conseil scolaire shall place a teacher in Class 2 if the teacher:
 - (a) has completed a minimum of two years of recognized post-secondary education and holds one of the following certificates:
 - (i) a Standard "A" Certificate;
 - (ii) a Standard "B" Certificate (Endorsed) issued pursuant to regulations made

pursuant to *The School Act* or *The Education Act*; or

- (b) has completed a minimum of three years of recognized post-secondary education and holds a temporary teaching permit.

Class 3

- (4) A board of education or the conseil scolaire shall place a teacher in Class 3 if the teacher:
 - (a) has completed a minimum of three years of recognized post-secondary education and holds one of the following certificates:
 - (i) a Standard "A" Certificate;
 - (ii) a Standard "B" Certificate (Endorsed) issued pursuant to regulations made pursuant to *The School Act* or *The Education Act*;
 - (iii) a Vocational Teacher's Certificate (Endorsed);
 - (iv) a Technical Teacher's Certificate (Endorsed); or
 - (b) has completed a minimum of four years of recognized post-secondary education, has been granted a bachelor's degree and holds a temporary teaching permit.

Class 4

- (5) A board of education or the conseil scolaire shall place a teacher in Class 4 if the teacher:
 - (a) has completed a minimum of four years of recognized post-secondary education and holds:
 - (i) a Professional "A" Teacher's Certificate; or
 - (ii) a Professional "B" Teacher's Certificate (Endorsed); or
 - (b) has completed sufficient training so that only one year of additional post-secondary education is required to complete a four-year degree and holds one of the following certificates:
 - (i) a Vocational Teacher's Certificate (Endorsed);
 - (ii) a Technical Teacher's Certificate (Endorsed).

Class 5

- (6) A board of education or the conseil scolaire shall place a teacher in Class 5 if the teacher has completed a minimum of five years of recognized post-secondary education and holds the certificates and degrees mentioned in one of the following clauses:
 - (a) a Professional "A" Teacher's Certificate, a Bachelor of Education degree or a degree

recognized as equivalent to a Bachelor of Education degree, and a second bachelor's degree;

(b) a Professional "A" Teacher's Certificate, an approved bachelor's degree and one year of graduate study (30 semester hours);

(c) a Professional "A" Teacher's Certificate and an approved four-year bachelor's degree other than a Bachelor of Education degree;

(d) a Professional "A" Teacher's Certificate and an Additional Qualification Certificate;

(e) a Professional "B" Teacher's Certificate (Endorsed), an approved three-year bachelor's degree and one year of graduate study (30 semester hours);

(f) a Professional "B" Teacher's Certificate (Endorsed) and an approved four-year bachelor's degree other than a Bachelor of Education degree;

(g) a Vocational Teacher's Certificate (Endorsed) and a Bachelor of Education degree or a degree recognized as equivalent to a Bachelor of Education degree;

(h) a Technical Teacher's Certificate (Endorsed) and a Bachelor of Education degree or a degree recognized as equivalent to a Bachelor of Education degree.

Class 6

(7) A board of education or the conseil scolaire shall place a teacher in Class 6 if the teacher has completed a minimum of six years of recognized post-secondary education and holds the certificates and degrees mentioned in one of the following clauses:

(a) a Professional "A" Teacher's Certificate, a Bachelor of Education degree, a second bachelor's degree and one year of graduate study (30 semester hours);

(b) a Professional "A" Teacher's Certificate, a Bachelor of Education degree and two years of graduate study (60 semester hours);

(c) a Professional "A" Teacher's Certificate, an Honours degree and a Bachelor of Education degree;

(d) a Professional "A" Teacher's Certificate, an approved bachelor's degree other than a Bachelor of Education degree, and a Master of Education degree;

(e) a Professional "A" Teacher's Certificate, a Bachelor of Education degree, an Additional Qualification Certificate and one year of graduate study (30 semester hours);

(f) a Vocational Teacher's Certificate (Endorsed), a Bachelor of Education degree and one year of graduate study (30 semester hours);

(g) a Technical Teacher's Certificate (Endorsed), a Bachelor of Education degree and one year of graduate study (30 semester hours).

23 Oct 2015 cE-0.2 Reg 25 s3.

Provisional Certificate

4 For the purposes of section 3, a provisional teacher's certificate is to be considered as, as the case requires:

(a) a Professional "A" Teacher's Certificate;

(b) a Professional "B" Teacher's Certificate (Endorsed);

(c) a Vocational Teacher's Certificate (Endorsed);
or

(d) a Technical Teacher's Certificate (Endorsed).

23 Oct 2015 cE-0.2 Reg 25 s4.

Important Information about the Additional Qualification Certificate

Teachers in Class IV who hold a Professional "A" Certificate and obtain an Additional Qualification Certificate (AQC) may qualify for reclassification to Class V.

Teachers in Class V who hold a Professional "A" Certificate and a Bachelor of Education degree and have completed at least one year (30 semester hours) of graduate studies as well as the requirements for an AQC may qualify for reclassification to Class VI.

Reclassification will be carried out in accordance with Section 6 of *The Teacher Salary Classification Regulations*, E-0.2 Reg 25.



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This summary contains general information only. In the event of a discrepancy in interpretation, the applicable legislation or collective bargaining agreement is the final authority. For further information contact the Federation or visit the STF website at www.stf.sk.ca.