WELCOME TO THE TEACHING PROFESSION
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 Saskatchewan Teachers’ Federation has inspired and supported teaching and learning excellence in public education for over 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, you and your Federation assert a credible voice on behalf of the collective, while attending to your individual professional aspirations and needs. Every program, service or resource offered by the Federation reflects the commitments of the teaching profession and 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 26,000 books and audiovisual resources, 100 journals, a selection of teacher-prepared units, and friendly and knowledgeable staff, the Centre is able to meet your classroom, research and professional development 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](http://www.stf.sk.ca > Professional Resources > Emma Stewart Resources Centre).

**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](http://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.

**RESOURCES**

**PROFESSIONAL DEVELOPMENT 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 Professional Development (formerly known as 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.

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

**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](http://www.mcdowellfoundation.ca).
MEMBER SUPPORT

Members have access to a variety of services and supports from the Federation’s senior administrative staff. Their services are confidential and they seek to assist with timely and effective solutions that resolve issues and encourage respectful relationships. Advice and assistance is provided to teachers throughout the province regarding a wide range of professional matters, including workplace relationships, employment contracts and work-related legal matters.

Contact the Federation and ask to speak with a senior administrative staff member, and they will be pleased to support you as needed or answer any questions you may have.

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.

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 well-being and financial security 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 prescription drug card after the 20-day qualification period.

If you purchase voluntary 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

Designed to provide health care beyond what your provincial health plan provides, the STF Members’ Health Plan covers a wide range of eligible medical expenses for you, your spouse and your dependants while you are on a contract of employment. This Plan provides coverage for eligible prescription drugs, vision and other health-care expenses, as well as emergency medical expenses while travelling outside of Canada. This benefit is funded by the provincial government – teachers do not pay any premiums to this Plan.

Members of the health plan can register for Great-West Life GroupNet to submit and track most health claims online, and register for direct deposit. (This benefit plan is administered by the Federation.)

DENTAL PLAN

Coverage for a range of dental expenses is provided by the Teachers’ Dental Plan for you and your family while you are employed under contract. This benefit is funded by the provincial government – teachers do not pay any premiums to this Plan.
FINANCIAL SECURITY

PENSION PLAN

All Saskatchewan teachers who began teaching after July 1, 1980, are members of the 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 board. 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.)

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 exhausted. 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.)

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 (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 voluntary 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.)

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.

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 Great-West Life GroupNet to submit and track most of 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.

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

Voluntary Term Life Insurance (Portaplan)
- View your most recent Portaplan 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.
