

SUBSTITUTE TEACHERS

WELCOME TO THE FEDERATION

Professional substitute teachers play a specialized role in Saskatchewan schools by ensuring students have access to a certified teacher. Substitute teachers have unique professional needs and we want you to know about the valuable services and supports available to you, as a member of the Saskatchewan Teachers' Federation. Visit the Substitute Teachers section of stf.sk.ca for more information about:

1 MEMBER SUPPORT

Members have access to a variety of advice and assistance in the areas of workplace relationships, employment contracts and legal matters. Services are confidential, timely and provide effective solutions to help resolve your employment and professional needs.

2 TEACHER PROFESSIONALISM

Teachers have a responsibility to always act in a manner that is worthy of public trust and is consistent with the expectations of the teaching profession. Teacher professionalism includes information about certification and registration, codes of standard, terms and conditions of employment and more. As a substitute teacher, it is important that you know your rights and responsibilities as a Federation member.

3 PENSION AND BENEFITS

Substitute teachers who are employed in PreK-12 schools have access to the Saskatchewan Teachers' Retirement Plan, Member and Family Assistance Plan and the STF Optional Life Insurance Plan, including useful planning tools for pension and retirement.

4 LOCAL & COLLECTIVE BARGAINING

Substitute teacher issues are bargained by local teacher associations as part of Local Implementation and Negotiations Committee (LINC) negotiations. All local associations negotiate substitute teacher rates of pay and some have bargained on issues beyond pay.

Substitute teachers are members of their respective local association and the Federation works together with the 27 local associations provincially. You are encouraged to engage with your local association to ensure that the voice and unique concerns of substitute teachers are heard and considered within the bargaining process.

5 PROFESSIONAL RESOURCES

All STF members have access to a number of professional resources.

- STF Professional Learning creates and provides high-quality professional development resources and opportunities for members.
- The Emma Stewart Resources Centre is a library for teachers with a vast collection of books, audio-visual resources, e-reference services and journals.
- Professional growth networks are learning networks for teachers, with something for everyone.
- McDowell Foundation is an independent charitable organization that supports teacher-led research to enhance teaching and learning across Saskatchewan.

For more information:



YOUR PENSION AND BENEFITS

Substitute teachers employed in the provincial PreK-12 public school system have access to the Saskatchewan Teachers' Retirement Plan, Member and Family Assistance Plan and the Optional Life Insurance Plan.

1 STF PENSION PLAN (STRP)

As a substitute teacher, you're automatically enrolled in the Saskatchewan Teachers' Retirement Plan. Each month, a portion of your salary will go towards your pension, deducted by your school division. The provincial government contributes to the Plan based on the current collective agreement.

When you retire, you'll receive a monthly pension paid for your lifetime. The amount is determined by a formula that takes into account your earnings and years of service. The STRP offers a reliable pension benefit which helps to recognize your dedication as a substitute and provides you with some future retirement income.



Learn more about the contributions, pension formula, details about when you can retire by visiting the STRP e-Guide

www.stf.sk.ca/your-stf-pension-e-guide

2 MEMBER AND FAMILY ASSISTANCE PLAN

As valued members, all teachers in Saskatchewan, including substitutes, and their family members have exclusive access to the Saskatchewan Teachers' Federation Member and Family Assistance Plan. MFAP is a free and confidential program from ComPsych GuidanceResources that offers short-term counselling and a variety of work-life resources for times when you need a bit of extra support. Whether you're dealing with mental and emotional concerns, seeking guidance for legal and financial matters, exploring work-life solutions or striving for optimal health and wellness, this plan is here to support you every step of the way.



Learn more about the MFAP

www.stf.sk.ca/pension-benefits/teacher-benefits/mfap

3 OPTIONAL LIFE INSURANCE (PORTAPLAN)

The Federation is proud to offer optional term life insurance, Portaplan, to substitute teachers. Portaplan is a non-profit plan that offers affordable coverage at competitive rates.

Why Participate in Portaplan?

- Portaplan offers life, accident and dependant life insurance.
- Available in units of \$20,000 to a maximum of \$600,000 (30 units).
- Portaplan can be an affordable alternative to mortgage insurance.
- Offers are also available for your spouse and children.



Find out more about Portaplan

www.stf.sk.ca/pension-benefits/teacher-benefits/life-insurance/optional-life-insurance



Head Office
2317 Arlington Avenue, Saskatoon SK S7J 2H8
T: 306-373-1660 or 1-800-667-7762
F: 306-374-1122 E: stf@stf.sk.ca

Arbos Centre for Learning
2311 Arlington Avenue, Saskatoon SK

www.stf.sk.ca @SaskTeachersFed