WELCOME TO THE TEACHING PROFESSION

SASKATCHEWAN TEACHERS' FEDERATION

YOUR STF

Welcome to the Saskatchewan Teachers' Federation!

We are excited to see you take the first steps on your professional journey. As a new teacher, you will navigate a myriad of responsibilities and demands that come with the profession but you won't be alone on this path. The STF is here to support you every step of the way, from your early days in the classroom and throughout your entire career.

For more than 90 years the STF has been dedicated to promoting the interests of teachers and striving for excellence in public education. As a member, you now belong to a community of more than 14,000 teachers in prekindergarten to Grade 12 schools across Saskatchewan. You are a partner and respected leader in education.

As a member, you gain professional status along with a range of responsibilities, rights and benefits. The Federation works as a collective, representing and advocating for teachers while also addressing your individual professional goals and needs. Every program, service and resource we offer is designed to enhance the well-being and success of both teachers and their students.

PROGRAMS, SERVICES AND RESOURCES

RESOURCES

Emma Stewart Resources Centre

Arbos Centre for Learning

The Emma Stewart Resources Centre is the professional library for Saskatchewan teachers with more than 40,000 books and audiovisual resources, 85 journals and a selection of teacher-prepared unit and lesson plans. Our knowledgeable staff members are here to support your classroom, research and professional learning needs.

Members are invited to discover how the ESRC can support their teaching journey. Visit us in person or use the online catalogue to search for and request resources; the ESRC's free mailing service means resources can be delivered anywhere in the province! Not sure what materials you need? Contact us with your topic and grade level, and we'll help identify the best resources for you.

PROFESSIONAL GROWTH NETWORKS

Professional Growth Networks

Professional growth networks are communities of teachers and other educators who share a common passion for a specific subject, service area or interdisciplinary field. There are more than 20 networks affiliated with the Federation so whatever your area of expertise or instruction, there's a PGN that's perfect for you.

Members can participate in conferences and workshops and enjoy access to valuable resources. As a Federation member, you receive a yearly membership to a network of your choice to support your professional growth. It's an exclusive perk that allows you to join a community of like-minded individuals who are just as passionate about their profession as you. Visit the professional growth network page at www.stf.sk.ca to pick your PGN!

PROFESSIONAL LEARNING

STF Professional Learning

Arbos Centre for Learning

STF Professional Learning offers workshops, programs and activities to support teachers' professional growth and knowledge. We collaborate closely with teachers and educational partners from all corners of the province to provide in-person, online and asynchronous workshops that serve the unique needs of Saskatchewan teachers. Together with the Federation we plan and deliver a diverse array of exciting and innovative resources, seminars, conferences and events that support teachers and their professional experience.

McDowell FOUNDATION

The McDowell Foundation

The McDowell Foundation is an independent charitable organization that funds research for teaching and learning in publicly funded schools. McDowell was created by the Federation in response to the teaching profession's need for greater involvement in educational research. From grants for teachers' classroom-based research projects to an annual research award, McDowell provides opportunities for growth and collaboration. The Foundation fosters networking and mentoring between teachers and researchers, while community-based conversations keep the education community connected.

The efforts of teachers like you can have a real impact on education in our province and beyond. To learn how you can become involved or to access teacher-led research projects completed right here in Saskatchewan, please visit www.mcdowellfoundation.ca.

MEMBER
SUPPORT

Member Support

The STF Member Support Centre offers personalized services, support and advice to help with simple tasks such as updating your contact information to more complicated questions such as workplace relationships, employment contracts 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, and we're always looking for ways to enhance your experience. For support and answers to your questions call us at 1-800-667-7762, send an email to stf@stf.sk.ca or use our website's online chat feature during business hours to connect live with an MCS representative!

Saskatchewan Teachers' Federation Bulletin

The *Saskatchewan Teachers' Federation Bulletin* magazine is a must-read for teachers and education sector partners in Saskatchewan. It is a reflection of the diversity of Federation members and serves to represent their passion, dedication and professionalism. The Bulletin provides a diverse collection of teachers' voices, information and resources, stories from the classroom, advocacy for the teaching profession and highlights the important role of public education in society.

Have a story idea? Want to contribute to a future edition of the Bulletin? Let us know at stfcommunications@stf.sk.ca.

Subscribe and check out the Bulletin on our website at www.stf.sk.ca.

COLLECTIVE
BARGAINING

Provincial Collective Bargaining and Advocacy

Collective bargaining is an important aspect of the advocacy work done by the STF to support teachers and ensure that the voice of teachers is present in discussion and decision making around public education. The Federation negotiates provincial collective bargaining agreements on behalf of members to address issues related to salaries, benefits and working conditions. We initiate and participate in discussions with decision makers and the public, ensuring that your concerns are heard and your needs are met. The Federation is here to represent you and make a difference on your behalf.

More information about collective bargaining can be found at www.stf.sk.ca.

Social Media

The Federation is dedicated to keeping members and the public informed and engaged when it comes to education in Saskatchewan. Our social media accounts share relevant updates, educational content and celebrate the work of teachers around the province. Staying connected through these platforms builds relationships and advances the interests of the education community. Follow @SaskTeachersFed on Facebook, Instagram, YouTube and LinkedIn.

The @STFLearning Facebook and Instagram accounts provide teacher-focused information from STF Professional Learning and the Emma Stewart Resources Centre. From workshops and events to the latest books and resources, @STFLearning is the place to discover the many services available to support your professional experience.

TeacherTalk

TeacherTalk is a dedicated online discussion forum by teachers, for teachers. It offers a place to discuss professional challenges, seek information and answers from other STF members and collaborate on best practices within a supportive community.

Visit the TeacherTalk discussion forum in the MySTF section at www.stf.sk.ca to engage and network with your teaching colleagues.

PENSION AND BENEFIT PLANS

The Federation provides comprehensive benefit programs that support the physical, mental and financial well-being of you and your family. Our focus is providing a sustainable, valuable benefits package so you can focus on building a healthy, happy life and career.

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:

Plans administered by the STF:

- Health Plan
- Pension Plan
- Disability Plan
- Member and Family Assistance Plan
- Optional Life Insurance (Portaplan)

Plans administered by the Saskatchewan Teachers' Superannuation Commission:

- Dental Plan
- Group Life Insurance Plan

How to Enrol

To take advantage of these benefits, a completed Enrolment form signed by you and your employing school board must be submitted to the Federation. These forms can easily be obtained from either your school board or the Federation website.

Please be aware that the information you provide upon enrolment will be shared with the Saskatchewan Teachers' Superannuation Commission. It's important to note that whenever you sign a new contract of employment, a new Enrolment form needs to be submitted.

If your personal information changes, if you take a leave of absence or if you decide to leave the teaching profession, please make sure to complete and return the STF Change of Information form. Alternatively, you can update your name and contact details online by logging in to the MySTF section of the Federation website.

If you have any questions, please contact the Member Support Centre at 306-373-1660, 1-800-667-7762 or stf@stf.sk.ca.

When Coverage Begins

Your 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 enrolled in the Plan, Green Shield Canada will send you an email with your digital GSC card and instructions on how to register for GreenShield+, the user-friendly app and website that lets users access benefit plan information, view eligible coverage, claim history, and submit and track claims.

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

PLANS ADMINISTERED BY THE STF

STF Members' Health Plan

The Members' Health Plan is here to provide coverage for a wide range of medical expenses while you're on a contract of employment. This means that you, your spouse and your dependants can rest easy knowing that eligible prescription drugs, vision and other health-care expenses, as well as emergency out-of-country medical expenses, are taken care of.

The Members' Health Plan is fully funded by the provincial government, based on a fixed percentage of teachers' salaries as negotiated through the provincial collective bargaining process. The Plan is insured by Green Shield Canada and the STF is responsible for Plan design, management and administration.

Once enrolled in the Plan, you can take advantage of the helpful digital health tools available in GreenShield+ and enjoy the convenience of registering for direct deposit. More information about the Plan and details about the benefits available to you can be found in the *Health Benefits Information* booklet on the STF website:

Member and Family Assistance Plan

As valued members, all teachers in Saskatchewan and their family members have exclusive access to the Saskatchewan Teachers' Federation Member and Family Assistance Plan. It's 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 at:

DISABILITY

STF Disability Plan

If a sickness or injury prevents you from working, the Teachers' Long-Term Disability Plan is here to support you. After your sick leave ends, eligible teachers can receive tax-free disability benefits and access rehabilitation services. Because you pay the premiums, all benefits are tax-free. It's a just-in-case support that helps you get back to a healthy, happy life and career.

PENSION

STF Pension Plan (STRP)

As a new 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 not only helps to recognize your dedication as a teacher, but also provides you with a solid foundation of future retirement income.

Voluntary Contributions

You can save even more for retirement by making voluntary contributions through payroll deductions or lump-sum contributions. Voluntary contributions are optional contributions to the pension plan that are separate from your regular teacher contributions. These contributions do not increase your monthly teacher pension but do provide extra income for your retirement. They are invested in the pension plan's investment funds, meaning your contributions benefit from the pension fund's net rate of return. When you retire, you can choose to transfer these funds to a personal RRSP or receive them as a taxable lump sum.

Learn more about the benefits and why you should consider making voluntary contributions here:

OPTIONAL
LIFE INSURANCE

STF Optional Life Insurance (Portaplan)

The Federation is proud to offer optional term life insurance, Portaplan, to our members. Portaplan is a non-profit plan that offers affordable coverage at competitive rates. Participation is voluntary and if you purchase optional term life insurance, coverage can continue after your contract of employment ends, you change careers or move to another country.

Why Participate in Portaplan?

- Portaplan offers life, accident and dependant life insurance in addition to the mandatory Teachers' Group Life Insurance Plan provided through the Saskatchewan Teachers' Superannuation Commission.
- Available in units of $20,000 to a maximum of $600,000 (30 units).
- Portaplan can be an affordable alternative to mortgage insurance.
- **First and Second Year Members Special offer**
    - **If you apply for term life insurance in your first year of STF membership** you can be automatically approved for $40,000 (two units) of life insurance with the first $20,000 (one unit) of life insurance at no cost for the remainder of the policy year.
    - **If you apply for term life insurance in your second year of STF membership,** you can be automatically approved for the $20,000 (one unit) of insurance.

Offers are also available for your spouse and children.

PLANS ADMINISTERED BY THE STSC

Dental Plan

The Teachers' Dental Plan provides coverage for a variety of dental expenses for you and your family while you're employed under contract. Funded by the provincial government and administered by the Saskatchewan Teachers' Superannuation Commission, the Plan is insured by Green Shield Canada.

Group Life Insurance

The Teachers' Group Life Insurance Plan offers peace of mind and financial protection for you and your family. Coverage is equal to twice the maximum salary for Class VI, rounded up to the nearest $1,000. You are also covered for Accidental Death & Dismemberment in the same amount. Premiums are shared, the provincial government pays half and the other half is deducted from your pay.

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.

FOR MORE INFORMATION

For easy access to complete information about your benefits, please visit the Federation website at www.stf.sk.ca. If you have questions, please call the Federation at 1-306-373-1660 or toll-free at 1-800-667-7762 and our knowledgeable staff will be happy to assist you.

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

STF ONLINE SERVICES

For complete information on the Federation and the services provided to teachers, please visit www.stf.sk.ca. Log in to the MySTF section of the website to access the following self-service options available to make your life easier.

Profile Management

- Update personal information including your name, preferred email address, password and mailing address.

Subscription Preferences

- Manage your subscriptions to Federation emails and e-publications (e.g., *What's New at the Federation*, *Saskatchewan Teachers' Federation e-Bulletin*).

Health Plan

- Update your spouse and dependant information (applies to the health and dental plans).
- View the phone number for the Member and Family Assistance Plan.

Pension Plan

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

Optional Life Insurance

View your current insurance coverage, beneficiary designation and chosen payment method.

SASKATCHEWAN
TEACHERS'
FEDERATION

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