

# *The Teacher Salary Classification Regulations*

*being*

Chapter E-0.2 Reg 25 (effective October 19, 2015) as amended by a [Correcting Notice](#) published in the Gazette on November 6, 2015.

\* NOTE: Cancelling the regulation number “E-0.1 Reg 25”; and assigning the new regulation number “E-0.2 Reg 25”.

**NOTE:**

**This consolidation is not official. Amendments have been incorporated for convenience of reference and the original statutes and regulations should be consulted for all purposes of interpretation and application of the law. In order to preserve the integrity of the original statutes and regulations, errors that may have appeared are reproduced in this consolidation.**

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## CHAPTER E-0.2 REG 25

### *The Education Act, 1995*

#### Title

- 1 These regulations may be cited as *The Teacher Salary Classification Regulations*.

#### Interpretation

- 2(1) In these regulations:

“**Additional Qualification Certificate**” means an Additional Qualification Certificate issued pursuant to *The Registered Teachers Act*; (« *brevet de compétence complémentaire* »)

“**approved**” means approved by the minister; (« *agréé* »)

“**educational institution**” means:

- (a) the University of Saskatchewan;
- (b) the University of Regina; or
- (c) any other educational institution that provides approved post-secondary education, and includes any approved college, institute or other university; (« *établissement d’enseignement* »)

“**post-secondary education**” means education or training beyond a completed Saskatchewan Grade 12, or an equivalent level of education, leading to certification as a teacher; (« *études postsecondaires* »)

“**recognized**” means recognized by the minister; (« *reconnu* »)

“**teacher’s certificate**”, or reference to a particular category of teacher’s certificate, means a teacher’s certificate, or a particular category of teacher’s certificate, issued pursuant to *The Registered Teachers Act*; (« *brevet d’enseignement* »)

“**temporary teaching permit**” means a temporary teaching permit issued pursuant to *The Registered Teachers Act*; (« *permis d’enseignement temporaire* »)

“**year of graduate study**” means at least 30 semester hours of study at the University of Saskatchewan, the University of Regina or other approved educational institution. (« *année d’études supérieures* »)

- (2) Unless otherwise stated, all references in these regulations to university degrees, graduate study or years of graduate study refer to the degrees, standards or programs of the University of Saskatchewan and the University of Regina.

(3) The requirements of the University of Saskatchewan and the University of Regina are to be used as a guide in recognizing programs of education or professional training from other educational institutions.

(4) The requirements of the Saskatchewan Polytechnic are to be used as a guide in recognizing technical or vocational programs from other educational institutions.

(5) Notwithstanding subsections (3) and (4), a program offered by an educational institution may be recognized and approved whether or not the University of Saskatchewan, the University of Regina or the Saskatchewan Polytechnic offers a comparable program.

23 Oct 2015 cE-0.2 Reg 25 s2.

**Salary classification**

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).

(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.

(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.

(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.

- (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).
- (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;
  - (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;
  - (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.
- (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;
  - (b) a Professional “A” Teacher’s Certificate, a Bachelor of Education degree and two years of graduate study;

- (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;
- (f) a Vocational Teacher’s Certificate (Endorsed), a Bachelor of Education degree and one year of graduate study;
- (g) a Technical Teacher’s Certificate (Endorsed), a Bachelor of Education degree and one year of graduate study.

23 Oct 2015 cE-0.2 Reg 25 s3.

**Provisional designation**

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.

**Classification and employment status**

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 s5.

**Date of reclassification**

6(1) The effective date of a teacher’s reclassification is whichever of the following dates first occurs after the teacher has met the requirements for reclassification:

- (a) May 1;
- (b) September 1 or the school opening date, if the school opening date is before September 1;
- (c) January 1.

(2) The date on which a teacher meets the requirements for reclassification is the date of the final test or examination that qualifies the teacher for the classification.

- (3) Notwithstanding subsection (2), the effective date of an Additional Qualification Certificate is the date on the Additional Qualification Certificate.
- (4) It is the responsibility of the teacher to furnish the board of education or conseil scolaire, as the case may be, with evidence of his or her qualifications within the greater of the following periods:
- (a) 120 days after the day on which the teacher has met the requirements for reclassification;
  - (b) 120 days after the day on which the teacher commences his or her duties with the board of education or conseil scolaire.

23 Oct 2015 cE-0.2 Reg 25 s6.

#### **Classification appeals**

7(1) If a written notice of appeal respecting the salary classification of a teacher is submitted to the Teacher Classification Board within six months after the date of issue of the first salary cheque based on the salary classification granted by the employing board of education or conseil scolaire, the effective date of the reclassification determined by the Teacher Classification Board is the date determined pursuant to subsection 6(1).

(2) If a written notice of appeal respecting the salary classification of a teacher is submitted to the Teacher Classification Board after the expiration of the six-month period mentioned in subsection (1), the effective date of the reclassification determined by the Teacher Classification Board is the date on which the notice of appeal was received by the secretary of the Teacher Classification Board.

23 Oct 2015 cE-0.2 Reg 25 s7.

#### **R.R.S. c.E-0.2 Reg 11 repealed**

8 *The Teacher Certification and Classification Regulations, 2002* are repealed.

23 Oct 2015 cE-0.2 Reg 25 s8.

#### **Coming into force**

9(1) Subject to subsection (2), these regulations come into force on the day on which section 1 of *The Registered Teachers Act* comes into force.

(2) If these regulations are filed with the Registrar of Regulations after the day on which section 1 of *The Registered Teachers Act* comes into force, these regulations come into force on the day on which they are filed with the Registrar of Regulations.

23 Oct 2015 cE-0.2 Reg 25 s9.

