



AP 405 – STAFF BENEFITS

BACKGROUND

Employees of Saskatoon Public Schools shall be entitled to staff benefits as provided for in labour legislation, employee agreements or contracts, and such other benefits approved by the Board.

Notwithstanding the foregoing, employees who are not members of a union or the Teachers' Collective Bargaining Unit shall be entitled to employment benefits no less favourable than those granted under union agreements (CUPE Local 8443).

PROCEDURES

1. Employees who are members of the Canadian Union of Public Employees Local 8443 or who are subject to the provisions of the Teachers' Provincial Agreement and LINC shall be subject to the conditions of employment as provided in the applicable collective agreements and shall receive such other benefits as the Board may provide.
2. Employees, other than those governed by Section 1 above, shall each be provided annually with a statement of employment benefits applicable to them. These groups include: senior administrators, mid-management, supportive non-certificated professional staff, driver educators, Saskatoon Community Educators Association, and out-of-scope secretarial staff.
3. All employees employed in a permanent position, other than those enrolled in the teachers' superannuation plan, shall be required as a condition of employment to participate in the Pension Plan for Non-Teaching Employees of the Saskatoon Board of Education.
4. Under the general supervision of the Director, the Superintendent of Human Resources shall be responsible for the administration of employee benefits to ensure compliance with legislation, collective agreements, Saskatoon Public Schools policies and administrative procedures.

Date Last Revised: June, 2016