

Regina Catholic Schools Teachers'  
Association (RCSTA)



All Regina Catholic Teachers are Members.



Represent members interests through collective bargaining and advocacy.



Support Professional Growth - Through Teacher Convention and Managing our teacher professional development and wellness fund.

---

# What is the RCSTA?

Notable Benefits  
from  
RCSD/RCSTA  
LINC  
Agreement

Preparation Time.

Substitute Teacher Salaries.

Special Allowances – Consultant and Coordinator Allowances, Education Leader, mealtime supervision, and playground supervision.

Leaves – including extra-curricular recognition, compassionate leave, personal leave, and special leave.

Professional Development and Wellness Fund.

# Changes were made in the following areas:



Outdoor Supervision and extra-curricular recognition.



Guaranteed non-contact days for all teachers.



Funds for wellness initiatives.



Improved overall language and maintaining special leaves.



Days in lieu for voluntary service preceding the school year.

# Preparation Time

---

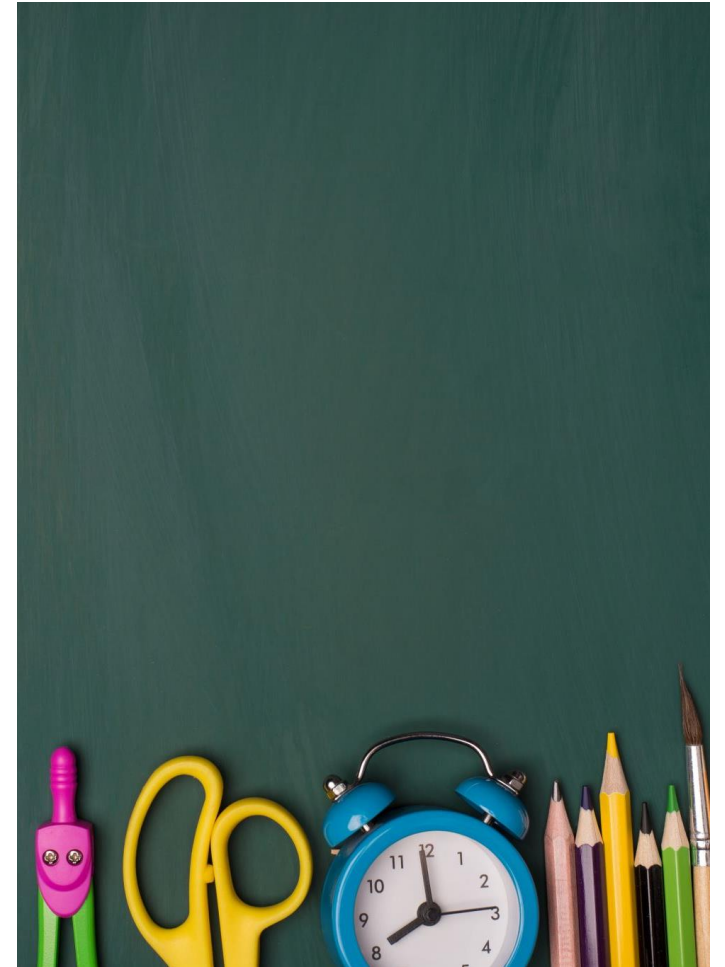
- ❖ Elementary Teachers shall receive 240 minutes of preparation time per week.
- ❖ High School Teachers shall receive 320 minutes of preparation time per week.



# Mealtime Supervision

---

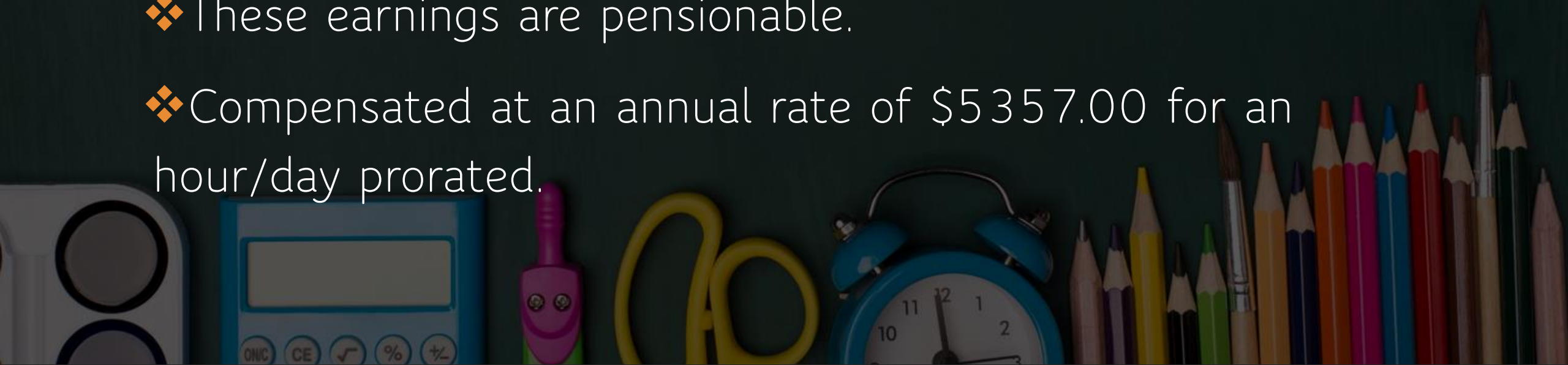
- ❖ Compensated at \$11.49/30 minutes.
- ❖ Can be paid out, or banked for days off at a rate of 7.5 hours per half day (up to two days/year).
- ❖ Two earned days may be carried forward into the next school year. Anything beyond this will be paid out.



# Outdoor Supervision

---

- ❖ All outdoor student supervision is to be paid (new this year).
- ❖ These earnings are pensionable.
- ❖ Compensated at an annual rate of \$5357.00 for an hour/day prorated.



# Leaves

---

## ❖ Personal Day:

- A full-time teacher is entitled to one personal day per year. It may be carried forward one additional year.
- This is shall clause meaning it must be granted, pending substitute availability.

## ❖ Special Leaves:

- A teacher is able to take off two non-instructional days per year. For example, institute and TPD days. This clause applies to all non-contact days with the exception of retreat, and days prior to the school year, and after the school year.
- This is a shall clause meaning it must be granted.



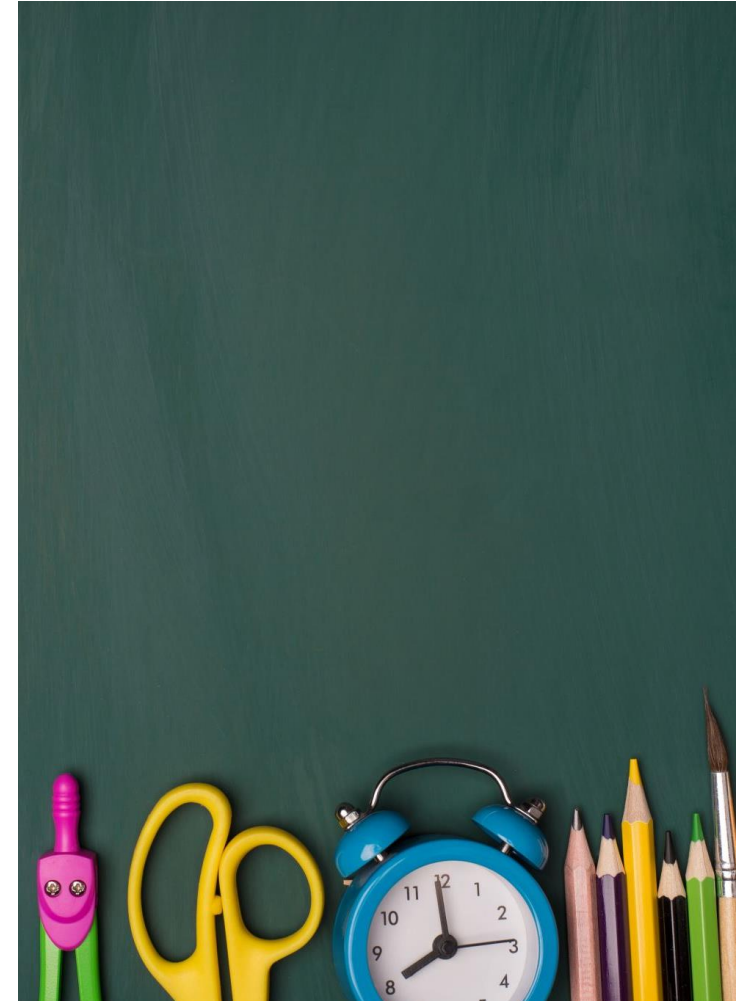


# Extra-Curricular Recognition

---

Voluntary Extra-Curricular contributions are recognized in the following increments:

- .5 days of paid leave for 40 hours of school division approved activities.
- 1 day of paid leave for 80 hours of school division approved activities.
- 2 days of paid leave for 150 hours of school division approved activities.
- ❖ No more than two days can be earned per school year. Earned days can be carried forward to the next school year.



# P.D. and Wellness Fund

---

- ❖ Teachers in their first two years of service with RCSD have access to \$900.00/two years.
- ❖ After two years, teachers have access to \$1800.00/three years. Additionally, a teacher can take one class per year and be reimbursed up to \$500.00 without their potential P.D. allotment being affected.
- ❖ A teacher can apply for P.D. funds by submitting a form 100. It must first be signed by a supervisor before being submitted to [rcsta@sasktel.net](mailto:rcsta@sasktel.net) for pre-approval. Once the P.D. is completed, proof of passing and payment must be received before reimbursement can take place.
- ❖ In our new LINC agreement, we have added the benefit of Wellness dollars. While still being ironed out, these dollars will be mainly spent of group initiatives.



# Get Involved!

---

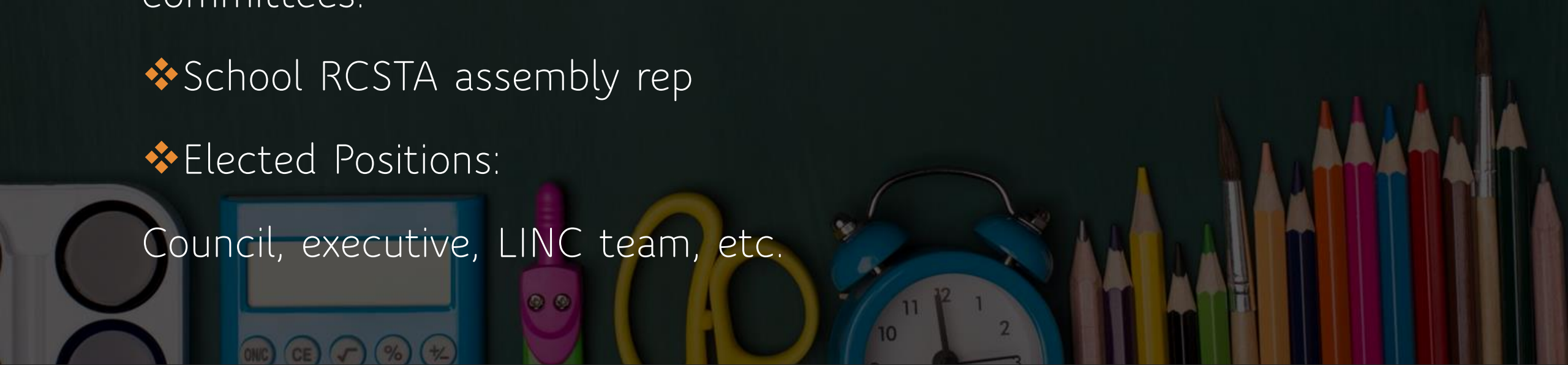
❖ Committees, including:

- P.D., LINC, Convention, P.R., Superannuation, and ad-hoc committees.

❖ School RCSTA assembly rep

❖ Elected Positions:

Council, executive, LINC team, etc.



## Contact Information

Office Phone: 306 525 0562

Email: [rcsta@sasktel.net](mailto:rcsta@sasktel.net)

Website: [rcsta.ca](http://rcsta.ca)

Cell: 306 526 6169