



# 2022/2023 Annual Report

SPTRB serves the public interest by ensuring Registered Teachers meet professional standards for certification, conduct and competence.

## ► Land Acknowledgement



We acknowledge that we are on Treaty 4 Territory and that our work occurs on Treaty 2, 4, 5, 6, 8 and 10 Territory and the Homeland of the Métis.

We are dedicated to ensuring that the spirit of reconciliation and these Treaties are honored and respected.

We pay our respect to First Nations and Métis ancestors and reaffirm our relationship with one another.

# ▶ Letter of Transmittal

November 29, 2023

Honourable Jeremy Cockrill  
Minister of Education  
Room 361, Legislative Building  
2405 Legislative Drive  
Regina SK, S4S 0B3

To the Honourable Minister Cockrill:

The Saskatchewan Professional Teachers Regulatory Board (SPTRB) is pleased to submit in accordance with *The Registered Teachers Act*, its 2023 Annual Report.

The report is an accounting of the SPTRB's activities for the fiscal year September 1, 2022, through August 31, 2023 and includes audited financial statements for the period.

Respectfully Submitted,



Robin Bellamy  
Chair  
Saskatchewan Professional  
Teachers Regulatory Board

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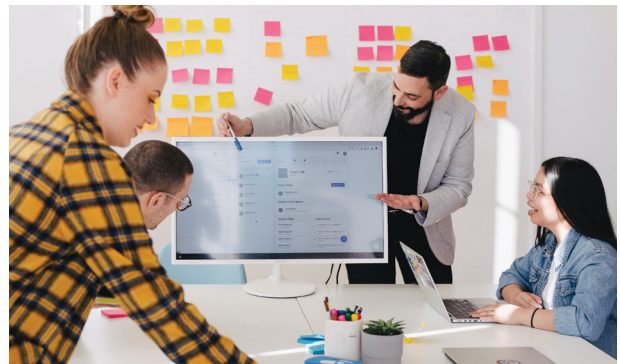
# ► About the SPTRB

The Saskatchewan Professional Teachers Regulatory Board was established by *The Registered Teachers Act* in 2015.

Through our work at the board, committee, and staff level, we serve the public and the public interest by ensuring that all educational requirements for teacher certification in Saskatchewan are met prior to entry into the profession. The SPTRB is also responsible for establishing the professional standards of conduct and competence for Registered Teachers in Saskatchewan, managing the Annual Registration process, maintaining the public registry and administering the complaint management process related to professional conduct and competency.

We regulate individual teachers who register annually with the SPTRB. This includes teachers and leadership in Saskatchewan's 27 publicly funded school divisions. Individual teachers from other organizations such as First Nation schools, post-secondary institutions, custody and care facilities, and independent schools may register annually with the SPTRB as required by their employer.

The SPTRB is governed by a nine-person Board of Directors consisting of two members of the public and seven Registered Teachers. Two public representatives are appointed by the Lieutenant Governor in Council. Three teachers are appointed by the Minister of Education, three teachers are appointed by the Saskatchewan Teachers' Federation and the League of Educational Administrators, Directors, and Superintendents appoints one teacher.



## 2022-2023 Board of Directors

### Chairperson

- Robin Bellamy

### Vice Chairperson

- Markus Rubrecht

### Public Representatives

- Robin Bellamy
- Bruce Gibson

### Registered Teachers

- Barclay Batiuk
- Linda Blaser-Fiddler
- Wanda Clare
- Luisa Giocoli Clark
- Murray Guest
- Gord Husband
- Markus Rubrecht

# ► Chairperson's Message



Robin Bellamy  
SPTRB Board Chair

It has been a privilege to once again serve as the Saskatchewan Professional Teachers Regulatory Board (SPTRB) Chair over the past year. I am very appreciative of not only their continued support but also for the support they have shown this position over the last 5 years.

## *Farewell to Trevor Smith*

The SPTRB recently experienced a significant transition in its leadership, as Trevor Smith, our Chief Operating Officer, decided to choose this year as the correct time to retire. Trevor has held the COO position since the organization's inception in 2015, and his contributions have played a pivotal role in shaping the SPTRB into the institution it is today.

Trevor's tenure as COO was marked by remarkable achievements that have left an indelible mark on our organization and the broader education sector in Saskatchewan. His multifaceted talents and unwavering dedication have had a profound impact, and we acknowledge several key milestones during his tenure:

## *International Teacher Integration*

Trevor's visionary leadership enabled the successful integration of internationally educated teachers into Saskatchewan's education landscape, enriching the diversity and expertise of our teaching workforce.

## *Standards of Conduct*

Under Trevor's guidance, SPTRB established a set of Standards of Conduct characterized by their positive language. These standards have set a high benchmark for professional ethics and accountability.

## *Consensual Complaint Resolution*

Trevor spearheaded the implementation of an effective consensual complaint resolution process, ensuring fairness and transparency in addressing grievances within our organization.

## *Strengthening Institutional Trust*

Through his tireless efforts, Trevor cemented SPTRB's reputation as a trusted and valued member of Saskatchewan's education sector. His collaborative approach and commitment to excellence earned the confidence of educators, stakeholders, and the public alike.

## *Nurturing a Supportive Work Environment*

Perhaps one of Trevor's most enduring legacies is the nurturing of a work environment within SPTRB where staff members have come to regard one another as family. His leadership fostered a culture of inclusivity, camaraderie, and shared purpose.

Trevor Smith's dedication, expertise, and passion for education have been instrumental in shaping SPTRB's identity and success. We express our deep gratitude for his exceptional contributions and wish him well.

The SPTRB remains committed to upholding the high standards and values that Trevor helped establish, and we look forward to building on his legacy as we continue our mission to support and regulate the teaching profession in Saskatchewan.

## *Board Member Transitions*

During the past year, we saw two Board members leave, Barclay Batiuk and Luisa Giocoli Clark. Both of these individuals served the SPTRB extremely well and left due to taking new positions in education. We want to thank both Luisa and Barclay on behalf of the Board and staff for their work and support and wish them the best in their new positions.

## *Welcome to Our New Board Members*

The SPTRB Board welcomes our two newest Board members, Jason Benson and Ben Goby.

Originally from Ontario, Jason has lived in Saskatoon since 1985. He attended the University of Saskatchewan, completing a bachelor's degrees in mathematics and education as well as a master's degree in education. Jason has worked in education for 26 years teaching elementary, high school and online education. He has been in administration for the past 15 years currently working as the principal of Bishop James Mahoney.

Ben was born, raised, and educated in south Saskatchewan. He received his Bachelor of Education degree from the University of Regina in 2009 and has been a Registered Saskatchewan Teacher ever since. Ben has his Bachelor of Arts and Master of Science degrees from the University of Regina, a Master of Education degree from the University of New Brunswick, and a Professional Director designation from the Johnson-Shoyama Graduate School of Public Policy. In his fourteen years of teaching for the Regina Public School Division, he has been an elementary physical education specialist and classroom teacher for grades 3-8.

#### *Appointment of Markus Rubrecht as COO and Registrar*

Following an extensive executive search, the Board of Directors was delighted to announce the appointment of Markus Rubrecht as the organization's Chief Operating Officer and Registrar.

#### *Markus Rubrecht's Distinguished Career*

Markus brings a wealth of experience to SPTRB, with an impressive 25-year career in education that spans various roles, including teacher, vice-principal, and principal within Regina Catholic Schools. His enduring commitment to the teaching profession is evident through his active involvement in numerous educational committees, including those under the Saskatchewan Teachers' Federation and the Ministry of Education. Since 2018, Markus has served as a dedicated member of the SPTRB board.

Markus's educational journey is marked by academic excellence, holding a Bachelor of Arts in Psychology, a Bachelor of Education (After Degree), and a Master of Education in Curriculum and Instruction, all conferred by the University of Regina.

#### *Advocacy for Diversity, Equity, and Inclusion*

Markus Rubrecht stands as a leader not only within the educational field but also within the community. His fervent dedication to advancing diversity, equity, and inclusion aligns seamlessly with his commitment to the Calls to Action outlined by the Truth and Reconciliation Commission. Markus is a steadfast advocate for teacher professionalism and firmly believes that nurturing and safeguarding public trust is a vital and rewarding responsibility.

#### *A Comprehensive Understanding of SPTRB's Work*

Markus's tenure as an SPTRB board member has afforded him an in-depth comprehension of the organization's past achievements and the ongoing tasks that lie ahead. He has been an active participant in various SPTRB committees and has also served as Vice-Chair, demonstrating his dedication to the regulatory mission of the organization.

Markus Rubrecht's appointment as the Chief Operating Officer and Registrar of SPTRB will help the SPTRB move forward. His extensive expertise, commitment to professionalism, and dedication to fostering inclusivity will undoubtedly contribute to the continued growth and success of SPTRB in its mission to support and regulate the teaching profession in Saskatchewan.

#### *Acknowledgements*

The Board is deeply honored to extend our heartfelt thanks to our dedicated staff members. Their unwavering commitment to excellence and professionalism has been well recognized, especially during this period of significant transition.

In the face of change and challenge, our staff has risen to the occasion with unparalleled dedication and resilience. They have not only persevered but have also consistently exemplified the highest standards of professionalism, regardless of the circumstances.

Their tireless efforts have been instrumental in shaping our organization's success and have laid the foundation for our continued growth and impact. Their hard work behind the scenes often goes unnoticed but is truly appreciated.

As a Board, we continue to appreciate the opportunity to reach out to First Nations and Métis Peoples by ensuring that the spirit of reconciliation and the Treaties are honored and respected.

Thanks as well to the ongoing support of our education partners as we move forward.

Sincerely,



Robin Bellamy

SPTRB Board Chair

# ▶ Registrar & COO's Message

It is with great privilege that I present this report for the fiscal year commencing September 1, 2022 and concluding August 31, 2023. On August 1, 2023, I assumed the role and responsibilities of Registrar and COO, succeeding Trevor Smith upon his retirement. I extend my deepest gratitude to Trevor for his exemplary stewardship of the SPTRB since its inception in 2015. We extend our warmest wishes to him in this new chapter of his life, and I continue to seek his invaluable guidance.

Throughout the past year we have seen some staffing changes at the SPTRB office. In February of 2023, we welcomed Jackie Weisgarber to the position of Records Administrator, bringing a wealth of experience from the Saskatchewan Workers' Compensation Board. In March, Kelsie Konecni returned to the SPTRB from maternity leave to resume her key role as Business Systems Administrator. Yuan Liu transitioned from Records Administrator to the position of Certification Analyst following the retirement of Brenda Holowatuk. Brenda came to the SPTRB from the Student and Educator Services Branch at the Ministry of Education and had been with the SPTRB since 2015. Brenda's contributions have been invaluable, and we wish her every success in her well-deserved retirement. As mentioned earlier, Trevor Smith officially retired on July 31 of 2023, and I assumed the role of Registrar & COO.



Markus Rubrecht  
Registrar & COO

This past year we continued with the implementation of a new electronic forms application. The focus for this fiscal year was updating the annual registration forms. The multi-year project was extensive and the efforts to transition involved some growing pains but we are pleased with the final product.

In a concerted effort to support the Truth and Reconciliation Commission's Calls to Action #62 and #63, proposed regulatory bylaw amendments were drafted requiring the completion of coursework in First Nation, Métis and Inuit subject matter in Pre-Service Teacher Education. The Teacher Education and Certification Committee recommended to the Board of Directors of the SPTRB that the requirement for the completion of the equivalent of two 3-semester hour courses addressing First Nation, Inuit and Métis subject matter be added to Saskatchewan's teacher certification requirements. Presently, there is no Saskatchewan teacher certification requirement for the completion of post-secondary education coursework that address First Nation, Métis and Inuit subject matter. In May of 2023, the SPTRB's Board of Directors voted unanimously in favour of the proposed bylaw amendments that were recommended by TECC. In accordance with *The Registered Teachers Act*, the Minister of Education must approve the proposed amendments in order for them to take effect and that process is ongoing.

The work of the SPTRB would not be possible without our staff, the Board of Directors and the numerous committees. Their passion and dedication are the cornerstones of our success, enabling us to fulfill our mandate.

I extend my gratitude to our partners within Saskatchewan's education sector. The collaborative efforts with organizations such as the Ministry of Education, the Saskatchewan Teachers' Federation (STF), the Saskatchewan School Boards Association (SSBA), The Saskatchewan League of Educational Administrators, Directors and Superintendents (LEADS), the Saskatchewan Association of School Business Officials (SASBO), the University of Regina, the University of Saskatchewan, First Nations University Canada (FNUC), the Gabriel Dumont Institute (GDI), First Nations education directors and principals have been instrumental in our shared successes.

It is both a privilege and an honour to serve the people of Saskatchewan as Registrar & COO of the SPTRB.

Markus

# ► Our Mission, Vision, and Values

## Mission of the SPTRB

The SPTRB serves the public interest by ensuring Registered Teachers meet professional standards for certification, conduct and competence.

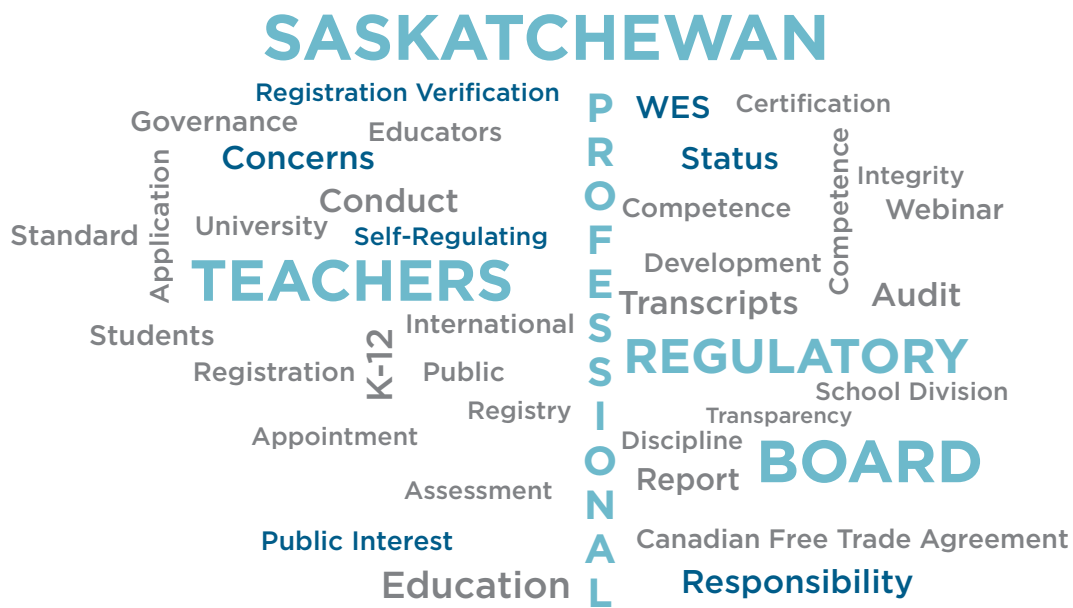
## Values of the SPTRB

- Integrity
- Transparency
- Accountability
- Fairness
- Timeliness

## Vision of the SPTRB

In Saskatchewan:

- Registered Teachers are qualified, competent and trustworthy;
- The public has confidence in the teaching profession;
- Students achieve their highest learning potential.



# ► Our Services

The services provided by the SPTRB revolve around our core activities of certification, registration, and complaint management.

## Certification

Being issued a Saskatchewan teacher's certificate verifies that an individual has met the academic requirements for being a teacher in Saskatchewan. To this end, the SPTRB receives applications for, evaluates and issues:

- Teacher Certificates
- Additional Qualification Certificates
- Statements of Professional Standing
- Replacement Certificates
- Temporary Teaching Permits



## Annual Registration

The annual registration process allows teachers to indicate their continuing commitment to the teaching profession by maintaining the standards of the profession and keeping public confidence strong. The resulting Public Registry informs the public about which teachers are certified and registered to teach in Saskatchewan for the current school year.

Services related to annual registration include approval of registration renewal applications and the maintenance of the SPTRB Public Registry.

## Public Registry

As part of our mandate and strong commitment to public transparency, the SPTRB maintains a public registry that lists all Registered Teachers in Saskatchewan for the practice year. The Public Registry displays the teacher's name, teaching certificate type, and other relevant information.

## Complaint Management

Complaint management, including concern/complaint intake and coordination of the investigation process, provides accountability and transparency as it relates to the conduct and competence of teachers.

# ► 2022-2023 Organizational Chart

\*as of July 2023



\*Markus Rubrecht replaced Trevor Smith as Registrar/COO on August 1, 2023

# ► Standards of Professional Conduct

Registered Teachers have a duty to uphold the professional standards and reputation of the teaching profession and to assist in the advancement of its goals, organizations and institutions.

Integrity is the fundamental quality of Registered Teachers. Integrity is the foundation of the commitment made by Registered Teachers to learners and to the reputation of the profession.

Public confidence in the teaching profession may be bolstered by professional conduct on the part of Registered Teachers. Accordingly, the conduct of Registered Teachers should reflect favorably on the profession and inspire the respect and trust of learners and the community.

Conduct on the part of a Registered Teacher in either public life or professional practice will reflect upon the integrity of the profession. Teacher conduct can directly impact public trust. Registered Teachers ensure public trust is upheld by adhering to these standards. Registered Teachers are also expected to adhere to all applicable policies and procedures set by their employing school division, the Ministry of Education, the STF, LEADS, or any other professional organization that relates to their work as a Registered Teacher.

1

Registered Teachers base their relationships with learners on mutual trust and respect.

2

Registered Teachers have regard for the safety and academic, physical, emotional and spiritual well-being of learners.

3

Registered Teachers act with honesty and integrity.

4

Registered Teachers take responsibility for maintaining the quality of their practice.

5

Registered Teachers uphold public trust and confidence in the education profession.

# ► 2021-2026 Strategic Plan

The Saskatchewan Professional Teachers Regulatory Board (SPTRB) is an independent regulator, established by *The Registered Teachers Act*, 2015. We are one of two such regulators of teachers in Canada. Our public register of teachers is the largest of all regulated professions in Saskatchewan with approximately 18,000 registrants.

## Strategic Objectives for 2021 – 2026

**Objective 1: Be an effective regulator, working in the public interest and continually building confidence in the teaching profession.**

- Maintain a register of teachers that is accurate and accessible.
- Operate robust, fair and transparent regulatory procedures which ensure that only those deemed suitable to practice do so.
- Have and promote Standards of Professional Conduct, Professional Competence, and related guidance which supports high standards from our registrants and shapes their practice.
- Work with stakeholders on initiatives to assure quality and continually improve standards in teaching and professional learning.
- Work with the Saskatchewan Government and other stakeholders to ensure that our governing legislation remains fit for purpose.

**Objective 2: Promote learning and professionalism amongst Saskatchewan’s Registered Teachers.**

- Support continual improvement in Initial Teacher Education through robust endorsement processes and the provision of strategic direction.
- Lead and support initiatives to promote and encourage effective professional learning amongst Registered Teachers.
- Increase the visibility of, and participation in, the SPTRB’s work amongst the public, our registrants, and stakeholder organizations through ongoing effective and accessible communication, and engagement.

**Objective 3: Maintain organizational capability and capacity and deliver value to Saskatchewan’s education sector.**

- Manage resources to meet current and future needs in order to continually improve our services.
- Implement and review planning, performance and risk management, and compliance processes that incorporate best practices.
- Deliver timely and efficient customer focused services.
- Provide a comprehensive and inclusive development program for employees, board and committee members that meets the evolving needs of the organisation and promotes equity, inclusion, and well-being.

**Objective 4: Be a valued, contributing member of Saskatchewan’s education sector.**

- Collaborate with stakeholder partners on timely matters such as diversity, cultural responsiveness, equity, and inclusion.
- Collaborate with First Nations to promote and expand First Nation involvement in the SPTRB’s regulation of teachers.
- Collaborate with teacher education providers in their efforts to: support the teacher education needs of First Nation communities as well as those of Saskatchewan in general; and respond to the calls to action from the Truth and Reconciliation Commission.
- Collaborate with stakeholders to address shortages in identified teaching disciplines and geographic locations.

# ▶ SPTRB Committees

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## Statutory Committees

### Professional Conduct Committee

The Professional Conduct Committee (PCC) reviews and investigates complaints of alleged professional misconduct, professional incompetence, or both, made about a Registered Teacher. The PCC determines the disposition of the complaint and any further action to be taken.

### Discipline Committee

*The Registered Teachers Act* requires the SPTRB to administer the standards of competence and conduct of the teaching profession. It is the legislated responsibility of the Professional Conduct Committee to investigate complaints and the Discipline Committee to adjudicate complaints that are well-founded.

The Act requires that each Discipline Committee consist of five persons. The majority of the Committee must be Registered Teachers and one person on the Committee must be a public representative who is also a member of the Board of Directors.

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## Standing Committees

### Appointments Committee

The Appointments Committee is established for the purposes of:

- Reviewing applications and making recommendation to the Board of Directors for appointments to the Professional Conduct Committee Panel or Discipline Committee Panel.
- Appointing members of the Professional Conduct Committee Panel to a Professional Conduct Committee.
- Appointing members of the Discipline Committee Panel to a Discipline Committee.

### Audit Committee

The SPTRB's Audit Committee is responsible for overseeing the accounting process of the Board and reviewing the effectiveness of the internal control, risk management, and both internal and independent audit systems.

### Governance Committee

The SPTRB's Governance Committee is responsible for ensuring that the Board of Directors fulfills its responsibilities through effective governance of the SPTRB.

### Human Resources Committee

The SPTRB Human Resources Committee is responsible for monitoring the implementation of the SPTRB salary schedule, advising and supporting the Board in the recruitment of the Chief Operating Officer (COO), coordinating a regular performance evaluation of the COO and advising on the SPTRB's Human Resource policies.

# ▶ SPTRB Committees

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## Standing Committees [continued]

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### Teacher Education and Certification Committee (TECC)

The SPTRB's Teacher Education and Certification Committee is responsible for setting the criteria for teacher education program endorsement, reviewing teacher education programs, and determining the qualifications, standards and procedures for the issuing of teacher's certificates. The TECC makes recommendations to the Board of Directors concerning matters related to teacher education and teacher certification.

### Certification Decision Review Committee (CDRC)

This committee is a sub-committee of the TECC and hears and decides appeals of teacher certification decisions made by the Registrar on behalf of the SPTRB's Board of Directors.

### Certificate Reinstatement Review Committee

This committee hears applications for reinstatement from persons who have either surrendered their teacher's certificate or had their teacher's certificate revoked.

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## Special Committees

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### Continual Professional Learning and Currency of Practice Working Group

The CPLCP working group is a sub-committee of the TECC and is established for the purposes of making recommendations to the TECC which will in turn make recommendation to the Board of Directors pertaining to:

- Continuing education for Registered Teachers.
- Currency of practice for Registered Teachers.

Select Committee Reports follow.

# ▶ SPTRB Committee Reports

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## Appointments Committee

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### Members:

Barclay Batiuk  
Robin Bellamy  
Luisa Giocoli Clark  
Markus Rubrecht (Chair)

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## Accomplishments

The Appointments Committee met three times during the 2022/2023 fiscal year. Their first order of business was to appoint five DC panel members to a Discipline Committee for the hearing which was held in November.

Throughout the year, the committee also appointed five PCC panel members to two separate Professional Conduct Committee groups. Each group will receive new matters over a six-month period.

The committee recommended that the Board re-appoint nine members to the Professional Conduct Committee panel and eight members to the Discipline Committee panel. These were panel members whose two-year terms were nearing expiry, and who expressed interest in continuing this important committee work.

The committee also reviewed applications from prospective Discipline Committee members and recommended that the Board appoint: Brad Moser, Cheri Haberstock, Christina Kaluza-Hughes, Dan Mielke, Greg Korpan, Janine Tine, Liza Donnelly, Michelle Galvin, Ryan Wood, Shelly Stamm and Tanya Beattie to the Discipline Committee panel.

These recommendations were subsequently approved by the Board of Directors.

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## Audit Committee

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### Members:

Robin Bellamy  
Wanda Clare  
Markus Rubrecht (Chair)

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In the Fall of 2022, the Audit Committee held their 2021-22 audit planning meeting with representatives from Virtus Group, the Provincial Auditor's Office and SPTRB staff. The audit took place in mid-October at the SPTRB office.

The Audit Committee was provided with the Audit Completion Report and draft financial statements and met again in mid-November 2022. The committee determined that they would recommend that the Board of Directors:

- approve the Audited Financial Statements for the fiscal year ended August 31, 2022;
- engage Virtus Group LLP as auditor of the SPTRB's accounts for the 2022/23 fiscal year.

Both recommendations were subsequently approved by the Board of Directors at their Annual Meeting.

The audited financial statement for the 12 months ending August 31, 2023 can be found on page 24 in the report. The SPTRB's finances were also subject to an audit by the Provincial Auditor's Office.

# ▶ SPTRB Committee Reports

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## Discipline Committee

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### Panel Members

Public	Registered Teacher	
Sandy Antonini	Steven Boucher	Yasmina Lemieux
Robin Bellamy*	Clark Bymoan	Dean Mieziako
Trevor Forrest	Leslie Cey	Darcy Sander
Bruce Gibson (Chair)*	Tracey Kiliwnik	
Noel Roche		

*\*also a member of the SPTRB Board of Directors*

The Discipline Committee received one formal complaint from the Professional Conduct Committee during the 2022/2023 fiscal year. The complaint was heard in a public forum on December 7, 2022.

Decisions of the Discipline Committee are posted on the SPTRB's website at [www.sptrb.ca](http://www.sptrb.ca).

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## Human Resources Committee

In the spring of 2023 the Human Resources Committee was tasked with advising and supporting the Board of Directors in the recruitment of a Registrar and COO following Trevor Smith's announcement that he would be retiring at the end of July, 2023. After careful consideration, the Human Resources Committee selected the Saskatchewan Educational Leadership Unit (SELU) to develop a recruitment plan which included interviewing and shortlisting potential candidates for the Board. Several meetings took place in April and May and the Human Resources Committee involved the SPTRB Board of Directors for the final candidate presentations and interviews of the shortlisted candidates. In May, the SPTRB Board of Directors came to a decision and finalized the appointment of Markus Rubrecht as the incoming Registrar & COO.

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### Members:

Robin Bellamy  
Wanda Clare  
Gord Husband (Chair)

# ▶ SPTRB Committee Reports

## Professional Conduct Committee

### Highlights

20 Meetings

27 complaints received

21 matters not investigated or resulted in no further action

### Panel Members

Public	Registered Teacher	
Rory Griffith	Vince Ahenakew	Dan Mielke
Sarah Loewen	Lana Birnie	Andrea Morphy
Jacqueline Messer-LePage	David Cameron	Shawn Morris
	Curtis Chester	Lindsay Munroe
	Natasha Cochran	Lisa Skorski
	Nora Findlay	Arlene Syrota
	Janna Leel	Dale West
	Chris Mason	

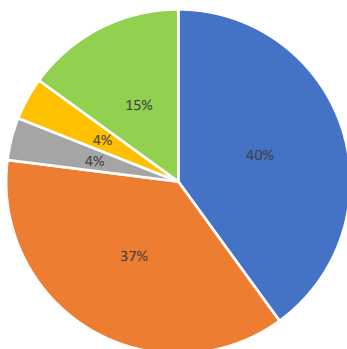
There were four Professional Conduct Committees (each consisting of 5 panel members) that received and managed complaints during the 2022-2023 fiscal year.

### Update – Ongoing Matters

As of September 1, 2022, there were 20 ongoing matters remaining from previous years. Of these 20 matters, two were concluded with no further action, seven (involving three educators) were recommended to the Discipline Committee for hearings to be scheduled, one resulted in a Discipline Hearing with a decision revoking the Teaching Certificate, and one resulted in a Consensual Complaint Resolution Agreement in which the teacher voluntarily surrendered their Teaching Certificate. Three investigations are on hold pending medical matters, one is on hold due to logistical matters, one is on hold pending legal matters, and four are ongoing cases before the PCC as of August 31, 2023.

### New Complaints

Between September 1, 2022 and August 31, 2023, the Professional Conduct Committee formally received 27 complaints: 16 from members of the public and 11 through employer notices.



### Summary

● Investigations not initiated	11	40%
● No further Action After Investigation	10	37%
● Refer to the Discipline Committee	0	0%
● Successful Consent Resolution	1	4%
● In Progress Consent Resolution	1	4%
● Ongoing Investigation	4	15%
<b>Total Complaints</b>	<b>27</b>	

# ▶ SPTRB Committee Reports

## Teacher Education and Certification Committee (TECC)

### Members

The Teacher Education and Certification Committee is comprised of representatives appointed by members of Saskatchewan's education sector partner organizations.

Barclay Batiuk, Chairperson	SPTRB Board of Directors
Angelina Weenie	First Nations University of Canada
Jeannine Whitehouse	Gabriel Dumont Institute
Dave Carter	LEADS
Tim Caleval*	Ministry of Education
Ronna Pethick	Saskatchewan School Boards Association
Elizabeth Hutton	Saskatchewan Teachers' Federation
Michael Cappello	University of Regina
Shaun Murphy	University of Saskatchewan

\*Tim Caleval replaced Gerry Craswell as the Ministry of Education representative in May 2023

### Decisions:

- Temporary Teaching Permits (TTP)

Applicants who are currently registered in courses at a post-secondary institution (regardless of major) are ineligible for a TTP, unless an exemption is granted by the Registrar. This is done in recognition of the importance of ensuring the successful completion of post-secondary programs while working on a temporary teaching permit and acknowledging the academic standards which must be maintained by both the student and the university.

Post-secondary students who wish to apply for a TTP must have an offer for employment, and must submit additional documentation including a timetable showing that they are available for at least one full day or two half-days during the week and if enrolled in a Teacher Education Program, a *TTP Agreement for Post-Secondary Students* form with university signature/ approval.

The employer is responsible for ensuring that the student is only offered employment on days/times where they do not have classes.

- Use of Teaching Hours towards Permanent Professional A Certificate

For certification purposes, if an individual has held a TTP (or subsequent TTPs) within the same school division AND has had a specific teaching assignment associated with the TTP (not a substitute teacher), the days worked under that TTP temporary contract may count towards the 190 days of teaching experience required for the removal of conditions on a Provisional Professional A teaching certificate.

## Teacher Education and Certification Committee (TECC) [continued]

### Decisions:

- Proposed Change to Teacher Certification Academic Requirements - Schedule F  
TECC recommended to the SPTRB Board of Directors that they propose amendments to the academic requirements for teacher certification to include the equivalent of 6 credit hours of First Nation, Métis and Inuit knowledge, understanding and implications for teaching in response to the Truth and Reconciliation Commission of Canada's Calls to Action. The motion to propose regulatory bylaw changes was approved by the Board of Directors at the May 31, 2023, meeting and has been submitted to the Ministry of Education for approval. That process is ongoing.
- University of Regina Arts Education Elementary Program  
TECC reviewed the program and approved it as meeting the requirements for Teacher Certification in Saskatchewan.
- Provisional Certificate Renewal Maximum Implemented  
Effective May 2023, provisional certificate holders will be permitted to renew their certificate twice before being required to demonstrate progress toward fulfilling the conditions under which the certificate was issued. Applicants who have held a provisional certificate through two renewals shall be required to provide confirmation of employment as a teacher in Saskatchewan before being issued a fourth provisional certificate.
- *The Labour Mobility and Fair Registration Practices Act*  
*The Act*, which was put into effect on May 18, 2022 by the Province of Saskatchewan, was reviewed ensuring that all SPTRB Certification and Registration practices were in alignment with the legislation.

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## Certification Decision Review Committee (CDRC)

### Members:

Barclay Batiuk (Chairperson)  
Gerry Craswell  
Elizabeth Hutton

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### The committee heard three appeals

- All appeals were related to certification denial decisions associated with Internationally Educated Teachers and the need to take an English Literature (ELIT) course in order to meet the certification requirements.
- This led to a review of how ELIT coursework is assessed and the establishment of new evaluation guidelines. The new guidelines continue to ensure that sufficient literature study and composition work is demonstrated as part of the teacher education program to meet certification requirements.
- All three appeals resulted in the issuance of Provisional Professional A certificates.

# ▶ Statistics

1,181  
Certificates Issued\*

Certification

September 1, 2022 to August 31, 2023

Descriptions of certificate types are available on the [SPTRB website](#).

## Certificates Issued By Type

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Permanent Professional A	749	709	859	767	900
Provisional Professional A	146	145	155	165	146
Permanent Professional B	2	0	5	1	3
Provisional Professional B	1	6	6	4	7
Standard A	0	0	0	0	0
Technical	0	3	0	1	0
Vocational	2	5	4	1	2
AQC	71	89	135	85	123

\*Note: Provisional and permanent certificates issued in same year are counted twice.

## Temporary Teaching Permits Issued

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Initial	102	65	274 <sup>+</sup>	235	250
Re-Issue	124	117	147 <sup>+</sup>	129	182

<sup>+</sup>This number is re-stated.

# ▶ Statistics

2,241  
Applications Received

September 1, 2022 to August 31, 2023

## Applications Received

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Certificates (incl.AQC)	891	894	1,246 <sup>+</sup>	1,230	1,228
TTP	245	197	468 <sup>+</sup>	425	502
SPS	412	320	333	343	353
Replacement Certificates	150	116	145	145	158
<b>Total</b>	<b>1,698</b>	<b>1,527</b>	<b>2,192</b>	<b>2,143</b>	<b>2,241*</b>

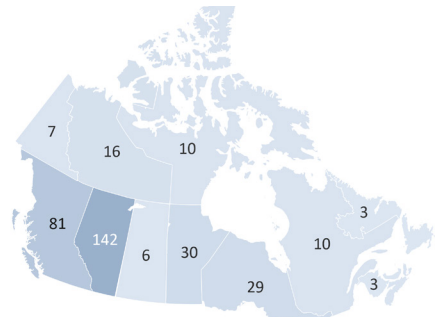
<sup>+</sup>This number is re-stated

\*Total does not include Provisional Renewal or Removal of Conditions

## Statements of Professional Standing Sent To

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
AB	153	97	92	139	142
BC	138	109	122	77	81
MB	32	19	28	28	30
ON	31	30	26	27	29
SK	9	7	9	4	6
NT	9	10	12	14	16
NS	3	11	15	10	7
NU	7	12	6	6	10
QC	6	6	2	5	10
YT	1	4	5	8	7
NB	4	2	1	9	3
NL	7	4	1	2	3
PE	2	2	9	1	4
Outside of Canada	9	6	5	1	3
<b>Total</b>	<b>411</b>	<b>319</b>	<b>333</b>	<b>331</b>	<b>351</b>

## Statements of Professional Standing Sent Within Canada

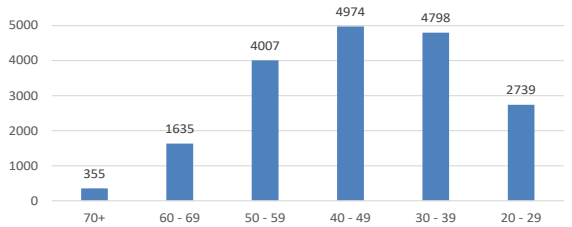


# ▶ Statistics

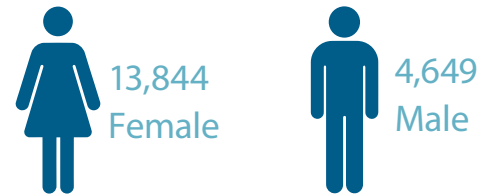
18,508  
Registered Teachers

Annual Registration  
September 1, 2022 to August 31, 2023

Registrants By Age



Registrants By Gender



Registrants By Gender

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Female	13,718	13,794	13,978	14,047	13,844
Male	4,807	4,705	4,740	4,748	4,649

\*In order to protect anonymity X and 'choose not to disclose' are not reported due to the low number of responses.

Registrants By Age

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
20-29	2,938	2,799	2,787	2,657	2,739
30-39	4,853	4,955	5,096	5,011	4,798
40-49	4,802	4,816	4,877	4,960	4,974
50-59	3,759	3,777	3,927	4,068	4,007
60-69	1,859	1,807	1,689	1,731	1,635
70+	315	348	348	380	355

Registrants By # of Years SK Certificated\*\*

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
0-5	4,374	4,037	4,142	3,927	3,989
6-10	2,875	3,064	2,979	2,949	2,828
11-15	2,305	2,360	2,569	2,607	2,676
16-20	2,181	2,269	2,296	2,326	2,252
21-25	2,025	2,014	2,033	1,963	2,055
26-30	1,816	1,927	1,957	2,029	1,910
31-35	1,580	1,410	1,350	1,079	1,343
36-40	1,187	1,150	1,074	1,051	997
41+	1,227	1,200	1,129	876	1,045

\*\*More than one type of certificate may be held at a time (i.e. Professional A and AQC).

# ▶ Finances

Saskatchewan  
Professional  
Teachers  
Regulatory  
Board

Financial Statements  
August 31, 2023

## MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The accompanying financial statements of **Saskatchewan Professional Teachers Regulatory Board** have been prepared by the Organization's management in accordance with Canadian public sector accounting standards for government not-for-profit organizations and necessarily include some amounts based on informed judgement and management estimates.

To assist management in fulfilling its responsibilities, a system of internal controls has been established to provide reasonable assurance that the financial statements are accurate and reliable and that assets are safeguarded.

The board of directors has reviewed and approved these financial statements.

These financial statements have been examined by the independent auditors, **Virtus Group LLP**, and their report is presented separately.



Robin Bellamy  
Chair, Audit Committee



Markus Rubrecht  
Chief Operating Officer & Registrar

## INDEPENDENT AUDITORS' REPORT

**To the Members,  
Saskatchewan Professional Teachers Regulatory Board**

### *Opinion*

We have audited the financial statements of **Saskatchewan Professional Teachers Regulatory Board**, which comprise the statement of financial position as at **August 31, 2023**, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at August 31, 2023, and its financial performance and cash flows for the year then ended in accordance with Canadian public sector accounting standards for government not-for-profit organizations.

### *Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Saskatchewan, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Information Other than the Financial Statements and Auditor's Report Thereon*

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditors' report thereon. The annual report is expected to be made available to us after the date of this auditors' report.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards for government not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

## INDEPENDENT AUDITORS' REPORT (continued)

### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

November 29, 2023  
Regina, Saskatchewan

*VIRTUS GROUP LLP*  
Chartered Professional Accountants

**STATEMENT OF FINANCIAL POSITION**  
**AS AT AUGUST 31, 2023**  
(with comparative figures for 2022)

ASSETS	2023	2022
<b>Current assets</b>		
Cash	\$ 716,105	\$ 722,294
Investments (Note 3)	237,088	201,172
Accounts receivable	5,266	9,196
Prepaid expenses	35,935	43,216
	994,394	975,878
<b>Investments (Note 3)</b>	823,049	843,707
<b>Tangible capital assets (Note 4)</b>	394,565	490,545
	\$ 2,212,008	\$ 2,310,130
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Accounts payable and accrued liabilities	\$ 22,146	\$ 26,024
Deferred revenue	1,400	11,925
	23,546	37,949
<b>NET ASSETS</b>		
<b>Invested in tangible capital assets</b>	394,565	490,545
<b>Accumulated surplus</b>	1,793,897	1,781,636
	2,188,462	2,272,181
	\$ 2,212,008	\$ 2,310,130
<b>Contractual rights (Note 6)</b>		
<b>Contractual obligations (Note 7)</b>		

See accompanying notes to the financial statements.

Approved on behalf of the board:

  
\_\_\_\_\_

  
\_\_\_\_\_

**SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD**  
**STATEMENT OF CHANGES IN NET ASSETS**  
**AS AT AUGUST 31, 2023**

(with comparative figures for the year ended August 31, 2022)

	Invested in tangible capital assets	Accumulated surplus	2023	2022
<b>Balance - beginning of year</b>	\$ 490,545	\$ 1,781,636	\$ 2,272,181	\$ 2,295,277
<b>Excess (deficiency) of revenue over expenses</b>	-	(83,719)	(83,719)	(23,096)
<b>Amortization</b>	(102,047)	102,047	-	-
<b>Additions to tangible capital assets</b>	6,687	(6,687)	-	-
<b>Proceeds on disposal of tangible capital assets</b>	(300)	300	-	-
<b>Loss on disposal of tangible capital assets</b>	(320)	320	-	-
<b>Balance - end of year</b>	<u>\$ 394,565</u>	<u>\$ 1,793,897</u>	<u>\$ 2,188,462</u>	<u>\$ 2,272,181</u>

See accompanying notes to the financial statements.

**SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD**  
**STATEMENT OF OPERATIONS**  
**FOR THE YEAR ENDED AUGUST 31, 2023**  
(with comparative figures for the year ended August 31, 2022)

	<b>2023</b>	<b>2022</b>
<b>Revenue</b>		
Interest	\$ 27,341	\$ 14,413
Registration fees	1,526,079	1,511,413
Rental revenue	104,396	98,293
Services	253,348	193,506
	<u>1,911,164</u>	<u>1,817,625</u>
<b>Expenses</b>		
Advertising and promotion	635	7,096
Amortization	102,047	106,189
Board and committee meetings	32,731	24,784
Computer technology	300,850	292,550
Dues and memberships	1,921	1,024
Insurance	31,516	30,068
Interest and bank charges	10,544	9,197
Loss on disposal of tangible capital assets	320	34
Office and general	10,324	13,675
Professional fees	128,862	100,824
Special project	19,709	36,914
Rent	298,697	293,546
Telephone & Fax	11,023	10,953
Training	7,999	12,785
Travel	18,889	5,833
Wages and benefits	1,018,816	895,249
	<u>1,994,883</u>	<u>1,840,721</u>
<b>Excess (deficiency) of revenue over expenses</b>	<u>\$ (83,719)</u>	<u>\$ (23,096)</u>

See accompanying notes to the financial statements.

**SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED AUGUST 31, 2023**

(with comparative figures for the year ended August 31, 2022)

	<b>2023</b>	<b>2022</b>
<b>Cash provided by (used in) operating activities:</b>		
Excess (deficiency) of revenue over expenses	\$ (83,719)	\$ (23,096)
Items not involving cash:		
Amortization	102,047	106,189
Loss on disposal of tangible capital assets	320	34
	<u>18,648</u>	<u>83,127</u>
Non-cash operating working capital (Note 5)	<u>(3,191)</u>	<u>(12,091)</u>
	<u>15,457</u>	<u>71,036</u>
<b>Cash provided by (used in) investing activities:</b>		
Additions to investments	(217,067)	(210,502)
Proceeds on maturity of investments	201,808	200,760
Additions to tangible capital assets	(6,687)	(44,514)
Proceeds on disposal of tangible capital assets	300	-
	<u>(21,646)</u>	<u>(54,256)</u>
<b>(Decrease) increase in cash</b>	(6,189)	16,780
<b>Cash position - beginning of year</b>	<u>722,294</u>	<u>705,514</u>
<b>Cash position - end of year</b>	<u>\$ 716,105</u>	<u>\$ 722,294</u>

See accompanying notes to the financial statements.

**SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED AUGUST 31, 2023**

(with comparative figures for the year ended August 31, 2022)

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**1. Nature of operations**

Saskatchewan Professional Teachers Regulatory Board (the "Organization") was incorporated under *The Registered Teachers Act* in the province of Saskatchewan on July 6, 2015. The Organization serves the public interest by ensuring registered teachers meet professional standards for certification, conduct and competence. The Organization is a not-for-profit organization and is exempt from income tax under Section 149(1)(l) of the *Income Tax Act*.

**2. Summary of significant accounting policies**

The financial statements have been prepared in accordance with Canadian public sector accounting standards for government not-for-profit organizations. The financial statements required management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenues and expenses during the period. These estimates are reviewed periodically, and, as adjustments become necessary, they are reported in earnings in the period in which they become known. The financial statements reflect the following accounting policies:

*Financial instruments - recognition and measurement*

Financial assets and financial liabilities are recorded on the statement of financial position when the Organization becomes party to the contractual provisions of the financial instrument. The Organization initially measures its financial assets and financial liabilities at fair value, except for certain related party transactions that are measured at the carrying amount or exchange amount, as appropriate.

The Organization subsequently measures all its financial assets and financial liabilities at cost or amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value of these financial instruments are recognized in net income. Fair value is the amount at which a financial instrument could be exchanged at arm's length between willing, unrelated parties in an open market. A statement of remeasurement gains and losses has been omitted as there were no relevant transactions to report.

The Organization's recognized financial instruments consist of cash, investments, accounts receivable, accounts payable and accrued liabilities. The fair value of the items approximate cost given their short term nature.

*Tangible capital assets*

Tangible capital assets are recorded at cost less accumulated amortization. Amortization is provided on the diminishing balance basis over their estimated useful life of the assets at the following annual rates:

Computer equipment	55%
Furniture and fixtures	20%

Leasehold improvements and computer software are amortized on the straight-line basis over 10 years.

*Revenue recognition*

Registration fees are recognized in the year in which the member is registered with the Organization. Services revenue consists of fees related to certificates, statements of professional standing, permits and other miscellaneous services to members, and is recognized at the time the related applications are received. Rental revenue is recognized in the period to which the service is provided. Interest revenue is recognized as it earned. Other revenues are recognized as the services are provided.

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**SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED AUGUST 31, 2023**

(with comparative figures for the year ended August 31, 2022)

**3. Investments**

	<b>2023</b>	<b>2022</b>
Guaranteed Investment Certificate, non-redeemable, bearing interest at 0.45%, maturing on May 21, 2023.	\$ -	\$ 201,172
Guaranteed Investment Certificate, non-redeemable, bearing interest at 0.60%, maturing on May 21, 2024.	202,747	202,086
Guaranteed Investment Certificate, non-redeemable, bearing interest at 1.92%, maturing on August 31, 2024.	34,341	33,708
Guaranteed Investment Certificate, non-redeemable, bearing interest at 0.80%, maturing on May 21, 2025.	203,667	202,562
Guaranteed Investment Certificate, non-redeemable, bearing interest at 1.45%, maturing on May 21, 2026.	206,676	203,786
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.15%, maturing on May 27, 2027.	208,800	201,565
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.84%, maturing on May 24, 2028.	203,906	-
Total investments	<u>\$ 1,060,137</u>	<u>\$ 1,044,879</u>

Investments are classified on the Statement of Financial Position as:

	<b>2023</b>	<b>2022</b>
Current	\$ 237,088	\$ 201,172
Long term	823,049	843,707
Total investments	<u>\$ 1,060,137</u>	<u>\$ 1,044,879</u>

**4. Tangible capital assets**

	<b>2023</b>		<b>2022</b>	
	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>Net Book Value</b>	<b>Net Book Value</b>
Computer equipment	\$ 74,241	\$ 64,389	\$ 9,852	\$ 14,398
Computer software	853,628	494,346	359,282	444,543
Furniture and fixtures	85,953	68,432	17,521	20,284
Leasehold improvements	34,101	26,191	7,910	11,320
	<u>\$ 1,047,923</u>	<u>\$ 653,358</u>	<u>\$ 394,565</u>	<u>\$ 490,545</u>

**SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED AUGUST 31, 2023**

(with comparative figures for the year ended August 31, 2022)

**5. Non-cash operating working capital**

Details of net change in each element of working capital related to operations excluding cash are as follows:

	2023	2022
<b>(Increase) decrease in current assets:</b>		
Accounts receivable	\$ 3,930	\$ 107
Prepaid expenses	7,281	(17,545)
	11,211	(17,438)
<b>Increase (decrease) in current liabilities:</b>		
Accounts payable and accrued liabilities	(3,877)	347
Deferred revenue	(10,525)	5,000
	(14,402)	5,347
	\$ (3,191)	\$ (12,091)

**6. Contractual rights**

The Organization has an agreement to lease a portion of its premises to a third party through July 31, 2025 for \$100,800 per year.

**7. Contractual obligations**

The Organization leases premises under agreements requiring aggregate minimum payments over the next two years as follows:

2024	\$	278,507
2025		255,298

The Organization is also committed to pay service contracts of \$180,125 in fiscal 2024.

**8. Financial risk management**

The Organization has a risk management framework to monitor, evaluate and manage the principal risks assumed with financial instruments. The significant financial risks to which the Organization is exposed are:

*Liquidity risk*

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Organization's exposure to liquidity risk is dependent on the receipt of funds from its operations and other related sources. Funds from these sources are primarily used to finance working capital and capital expenditure requirements and are considered adequate to meet the Organization's financial obligations.

**SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED AUGUST 31, 2023**

(with comparative figures for the year ended August 31, 2022)

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**9. Related party transactions**

These financial statements include transactions with related parties. The Organization is related to all Saskatchewan Crown agencies such as ministries, corporations, boards and commissions under the common control of the Government of Saskatchewan. Also, the Organization is related to non-Crown enterprises that the Government jointly controls or significantly influences. Related parties of the Organization also include its key management personnel, close family members of its key management personnel, and entities controlled by, or under shared control of any of these individuals. Transactions with related parties have occurred and are settled on normal trade terms.

During the year, the Organization paid \$153,379 (2022 - \$132,878) to certain government related parties including school divisions for reimbursement of costs related to the activities of the Organization, as well as to Crown agencies for services such as telephone and group benefits. At August 31, 2023, there was \$0 (2022 - \$92) owing to these related parties and \$1,250 (2022 - \$1,160) receivable from these related parties.

**10. Pension plan**

Substantially all of the Saskatchewan Professional Teachers Regulatory Board's employees participate in the Public Employees Pension Plan which is a defined contribution plan. The Saskatchewan Professional Teachers Regulatory Board's financial obligation to the plan is limited to making required payments to match amounts contributed by employees for current services. Included in salaries and benefits is pension expense of \$114,400 (2022 - \$98,900) for the year.

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**SPTRB**

*Saskatchewan Professional  
Teachers Regulatory Board*

