



2023/2024 Annual Report

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

► Land Acknowledgement



Treaty 4 Monument, Fort Qu'Appelle, SK

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 27, 2024

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

To the Honourable Minister Hindley:

The Saskatchewan Professional Teachers Regulatory Board (SPTRB) is pleased to submit in accordance with *The Registered Teachers Act*, its 2024 Annual Report.

The report is an accounting of the SPTRB's activities for the fiscal year September 1, 2023, through August 31, 2024 and includes audited financial statements for the period.

Respectfully Submitted,



Murray Guest
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 operated 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. The 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.



2023-2024 Board of Directors

Chairperson

- Robin Bellamy

Vice Chairperson

- Murray Guest

Public Representatives

- Robin Bellamy
- Bruce Gibson

Registered Teachers

- Jason Benson
- Linda Blaser-Fiddler
- Wanda Clare
- Ben Goby
- Murray Guest
- Gord Husband
- John McGettigan

* Board Members also serve on one or more subcommittees.

► Chairperson's Message



Robin Bellamy

It has certainly been a privilege to serve as a member of the Saskatchewan Professional Teachers Regulatory Board (SPTRB) over these past nine years. As my final term concludes, I extend my heartfelt gratitude to all present and past Board members and staff. Your dedication and collaboration have been instrumental in our shared achievements.

The SPTRB has been fortunate to have had almost all board members holding in the area of education at the very least an education degree. This remarkable aspect underscores our commitment to valuing and understanding the experiences of our teachers and addressing public concerns with informed perspectives.

Reflecting on the inception of the SPTRB, I am deeply humbled by the foundational efforts of the original group who established this professional organization. Over the years, we have been privileged to witness the collective dedication and insights of the Board members and staff. Our unified approach has been crucial in managing the diverse demands of the SPTRB.

This year we have had to bid farewell to several esteemed Board members: Linda Blaser-Fiddler, Bruce Gibson and Jason Benson, all of whom have transitioned to new opportunities.

We extend a special farewell to Linda Blaser-Fiddler, an original member of the Board. Having completed her third and final three-year term in accordance with regulations, Linda's departure signifies the end of a significant era for the SPTRB. Throughout her tenure, Linda was a passionate advocate for recognizing teachers as professionals held to a "Golden Standard" and was a strong voice in integrating the needs and interests of First Nations, Métis and Inuit communities into the Board's work. Her contributions have left an indelible mark on our organization. We also wish to recognize the wonderful service of Bruce Gibson who served on the board since 2019. We hope Bruce enjoys his next path as a resident of British Columbia. Lastly, we thank Jason Benson who served on the SPTRB board for the past year. The SPTRB deeply appreciates the invaluable support and dedication each of these members contributed during their tenure.

At the same time, we would like to welcome new member John McGettigan, who joined the SPTRB Board during the 2023-2024 fiscal year:

Born and raised in Saskatoon, John is a graduate of Holy Cross High School and the University of Saskatchewan. In his 30-year teaching career he taught in rural and urban settings, in elementary and high schools. He served ten years as President of the Saskatoon Teachers' Association and retired from teaching in June 2023. John's wife is the Principal at Holy Family Catholic School in Saskatoon, and he has a son and a daughter attending the University of Saskatchewan. Currently, John is the Chief Development Officer for the Saskatoon Catholic Schools Foundation. He believes that the SPTRB can play an important role in providing a high quality publicly funded Education system for Saskatchewan.

The support from various organizations has significantly contributed to the growth and development of the SPTRB into the respected professional body it is today. We are continually inspired by the dedication of our more than 18,000 teachers across Saskatchewan. The very few discipline cases we've encountered during these years speak volumes about their professionalism and commitment.

I would like to extend special thanks to all education sector partners for their invaluable involvement. Your support has been pivotal in shaping the SPTRB into the organization it has become.

Thank you all for your dedication and support throughout my tenure. It has been an honor to be part of this journey.

Sincerely,

Robin Bellamy
SPTRB Board Chair

Registrar & COO's Message

I am pleased to present this report for the 2023-2024 fiscal year beginning September 1, 2023 and ending August 31, 2024. I assumed the role of Chief Operating Officer and Registrar in August of 2023 following a 25-year career as a teacher and administrator with the Regina Catholic School Division. Over the course of the past year I have been presented with an exciting and new professional learning curve. The support I have received from the SPTRB staff and the SPTRB Board of Directors during this time cannot be overstated. Speaking of staff, there was some staff turnover in the 2022-2023 fiscal year due to retirements, but we have remained stable in the 2023-2024 fiscal year.

In an effort to support the Truth and Reconciliation Commission's Calls to Action #62 and #63, proposed regulatory bylaw amendments were submitted by the SPTRB Board of Directors requiring the completion of coursework in First Nation, Métis and Inuit subject matter in pre-service teacher education. The regulatory bylaw amendments were approved by the Minister of Education and were subsequently published in the Saskatchewan Gazette on July 19, 2024. The key changes were related to Schedule F – Academic Requirements and included the addition of "at least 3 semester hours in either the history, culture, or language of First Nations, Métis and Inuit people in Canada, or the history and legacy of residential schools; and a methods course related to aligning planning, instruction and Saskatchewan curricular outcomes in order to respond to learner needs in developmentally appropriate and culturally responsive ways."



Markus Rubrecht

The SPTRB is preparing to upgrade from a 2017 desktop version of database management and records software to a cloud-based version. Preparing for the upgrade has included many steps that needed to be addressed systematically. Once the cloud-based version is operational future updates will happen automatically within the system and will not require the degree of effort it takes to upgrade from one desktop software version to the next. The cloud-based system will also allow the SPTRB to have far more control over the creation of application forms and the data reports that we can request versus the desktop version where the creation of forms and report requests was more costly and more limiting. We anticipate the upgrade should be completed over the course of the 2024-2025 fiscal year.

The SPTRB has also been preparing for another project that will impact some of our procedures regarding internationally educated teachers (IET's). Pathways to Teach Canada will soon be a single entry-point for all internationally educated teachers who wish to teach in Canada. Almost all jurisdictions in Canada have agreed to participate in Pathways. Pathways will be responsible to prepare a report for IET's that includes compiling all necessary personal documentation, a credential assessment and, if needed, a language proficiency evaluation. It is important to note that the authority to certify teachers who wish to teach in Saskatchewan still rests with the SPTRB. Pathways to Teach Canada is anticipating an official launch towards the end of 2024.

The work of the SPTRB would not be possible without our staff, the Board of Directors and the numerous committee members. Their hard work and dedication are the keys to our success, enabling us to fulfill our mandate.

I extend my thanks to our partners within Saskatchewan's education sector. The collaborative efforts with organizations such as the Ministry of Education, Saskatchewan Teachers' Federation, Saskatchewan School Boards Association, League of Educational Administrators Directors & Superintendents, Saskatchewan Association of School Business Officials, University of Regina, University of Saskatchewan, First Nations University of Canada, Gabriel Dumont Institute, First Nations education directors and principals, the Federation of Saskatchewan Indian Nations and Métis Nation - Saskatchewan have been instrumental in our shared successes.

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

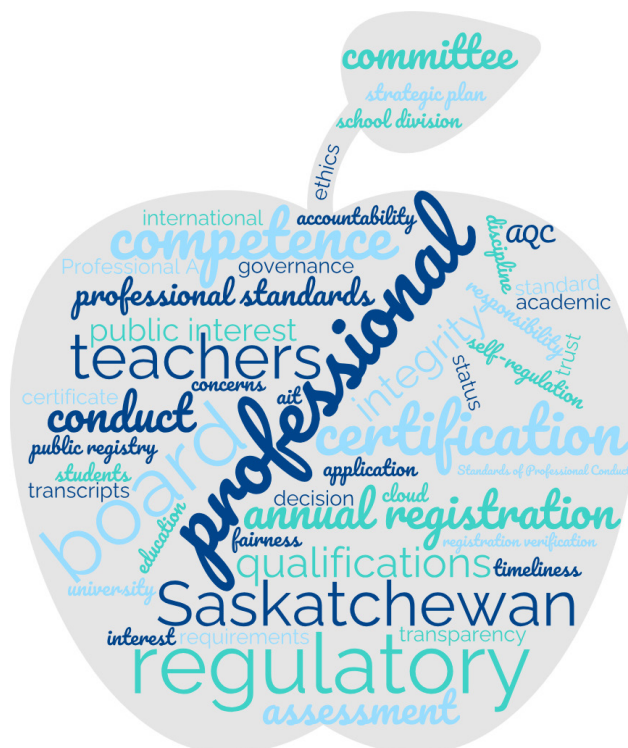
Values of the SPTRB

- 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, annual 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.

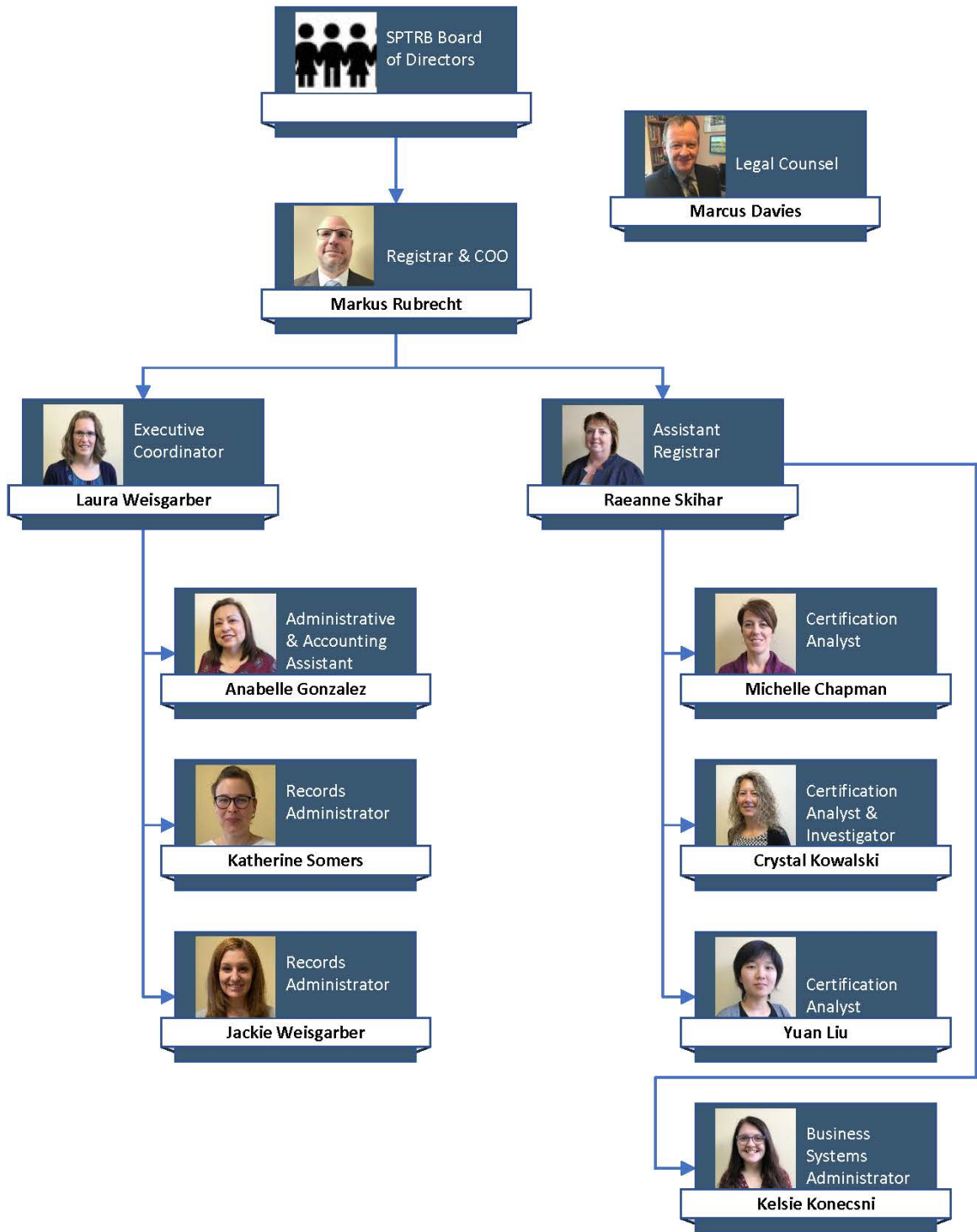
Public Registry

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 current school 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.

► 2023-2024 Organizational Chart



► 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 organization 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

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.

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

Standing Committees [continued]

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.

Special Committees

Continual Professional Learning and Currency of Practice Working Group (CPLCP)

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

Appointments Committee

Members:

Robin Bellamy
Jason Benson
Ben Goby (Chair)

The Appointments Committee met three times during the 2023/2024 fiscal year.

Their first order of business was to appoint five Discipline Committee (DC) panel members and two alternates to each of two Discipline Committees. The committee also appointed five Professional Conduct Committee (PCC) panel members to a Professional Conduct Committee group which will receive new matters over a six-month period.

The committee recommended to the Board that:

- The duration of PCC and DC panel appointments be increased from two to three years.
- The Board re-appoint four members to the Professional Conduct Committee panel and two members to the Discipline Committee panel. These were panel members whose terms were nearing expiry, and who expressed interest in continuing this important committee work.

Both recommendations were approved by the Board of Directors.

Audit Committee

Members:

Robin Bellamy (Acting Chair)
Jason Benson
Ben Goby

In the Fall of 2023, the Audit Committee held their 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 2023. The committee determined that they would recommend that the Board of Directors:

- approve the Audited Financial Statements for the fiscal year ended August 31, 2023;
- engage Virtus Group LLP as auditor of the SPTRB's accounts for the 2023/24 fiscal year.

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

The Audit Committee also reviewed and updated the SPTRB Internal Controls and Reimbursement and Remuneration policies.

The audited financial statement for the 12 months ending August 31, 2024 can be found on page 23 in the report. The SPTRB's finances were also subject to an audit by the Provincial Auditor's Office.

▶ SPTRB Committee Reports

Discipline Committee

Panel Members

Sandy Antonini+	Bruce Gibson (Chair)*+	Brad Moser
Robin Bellamy*+	Cheri Haberstock	Noel Roche+
Steven Boucher	Christina Kaluza-Hughes	Darcy Sander
Clark Bymoan	Tracey Kiliwnik	Shelly Stamm
Leslie Cey	Greg Korpan	Janine Tine
Liza Donnelly	Yasmina Lemieux	Ryan Wood
Trevor Forrest+	Dan Mielke	
Michelle Galvin	Dean Miezianko	

*Member of the SPTRB Board of Directors +Public Member

New panel members attended Administrative Tribunal training in Fall 2023.

The Discipline Committee received three formal complaints from the Professional Conduct Committee during the 2023/2024 fiscal year. Hearings will be conducted in the coming months.

Decisions of the Discipline Committee are posted on the SPTRB's website at www.sptrb.ca.

Human Resources Committee

Members:

Robin Bellamy
Wanda Clare
Gord Husband (Chair)

As part of the committee's mandate to coordinate regular performance evaluations of the Chief Operating Officer, the Human Resources Committee initiated an updated cyclical evaluation process for the COO and Registrar position. The focus of the 2023/2024 fiscal year was based around a self-assessment of 17 performance factors by the COO and Registrar combined with additional feedback from SPTRB staff and SPTRB Board members. The result was a report created by the chair of the Human Resources Committee indicating areas of strength and areas for growth. This report provided direction to the COO and Registrar to prepare a professional growth plan which will be shared with the SPTRB Board of Directors in September of 2024.

▶ SPTRB Committee Reports

Professional Conduct Committee (PCC)

Panel Members

Lana Birnie	Janna Leel	Lindsay Munroe
David Cameron	Chris Mason	Lisa Skorski
Curtis Chester	Jacque Messer-Lepage*	Arlene Syrota
Natasha Cochran	Andrea Morphy	Taylor Volk
Rory Griffith *	Shawn Morris	

* Public Member

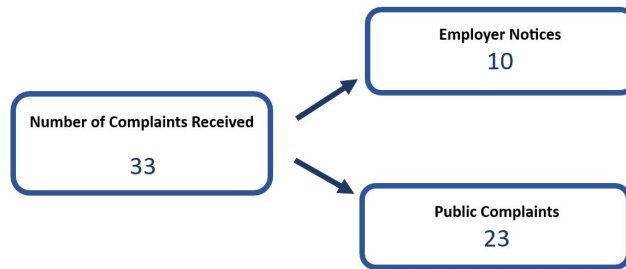
Highlights

18 meetings

33 complaints received

14 matters not investigated or resulted in no further action

Complaints Received by the Professional Conduct Committee in 2023-2024



Update – Ongoing Matters from Previous Years

There were twenty ongoing matters remaining from previous years. By August 31, 2024, fourteen of these matters were concluded by the PCC. The six remaining matters from past years are PCC investigations that have had to be placed on hold due to medical reasons, legal matters or other reasons outside of the SPTRB's purview.

Complaints Concluded in 2023-2024

Summary	Received in 2023-24	Ongoing matters from prior years
Investigations Not Initiated	8	0
No further Action After Investigation	6	6
Refer to the Discipline Committee	0	7*
Successful Consent Resolution	4	1
In Progress Consent Resolution	0	0
Ongoing Investigation	14	0
Ongoing - Other reason (medical, legal, etc.)	1	6
Total Complaints	33	20

*The seven matters referred to the Discipline Committee for hearings involved three educators, two of which had three complaints filed against them for the same matter.

▶ 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.

Murray Guest, Chairperson	SPTRB Board of Directors
Angelina Weenie	First Nations University of Canada
Jeannine Whitehouse	Gabriel Dumont Institute
Scott Gay	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

TECC made the following decision regarding Temporary Teaching Permits for post-secondary students:

Post-secondary students who have completed their extended practicum/ field placement (typically the 4th year of the program) may be considered by employers for Temporary Teaching Permits for the purpose of substitute teaching. The decision was made that the signature of the Associate Dean will no longer be required on the TTP Post-Secondary Agreement form that is required from the employer as part of the TTP application process for post-secondary students. Employers and TTP applicants must ensure that post-secondary students are not offered employment (or accept employment) on any day in which they have academic courses/commitments scheduled.

Continuing Professional Learning and Currency of Practice (CPLCP) Working Group

Members:

Tim Caleval - TECC Member
Jodi Dahlen - Registered Teacher and Chair
Murray Guest - Chair of TECC
Elizabeth Hutton - TECC Member
Suzanne Vance - Registered Teacher
Leah West - Registered Teacher

The Continuing Professional Learning and Currency of Practice working group met with Dr. Cristyne Hébert and Dr. Pamela Osmond-Johnson on January 10, 2024. Dr. Hébert and Dr. Osmond-Johnson presented a preliminary report from the University of Regina’s Centre for Educational Research, Collaboration & Development (CERCD) regarding qualitative data related to teacher professional learning in Saskatchewan. The final qualitative report and executive summary were submitted to the SPTRB at the end of June. The presentation of the final report to the CPLCP working group will take place during the 2024-2025 fiscal year.

▶ 2023-2024 At A Glance



Registered Teachers



Permanent Professional A Certificates Issued



Applications Received



Additional Qualification Certificates Issued



Statements of Professional Standing Issued



Temporary Teaching Permits Issued



▶ Statistics

1,213
Certificates Issued*

Certification

September 1, 2023 to August 31, 2024

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

Certificates Issued By Type

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Permanent Professional A	709	859	767	900	928
Provisional Professional A	145	155	165	146	116
Permanent Professional B	0	5	1	3	3
Provisional Professional B	6	6	4	7	4
Standard A	0	0	0	0	0
Technical	3	0	1	0	0
Vocational	5	4	1	2	2
Additional Qualification Certificate	89	135	85	123	160

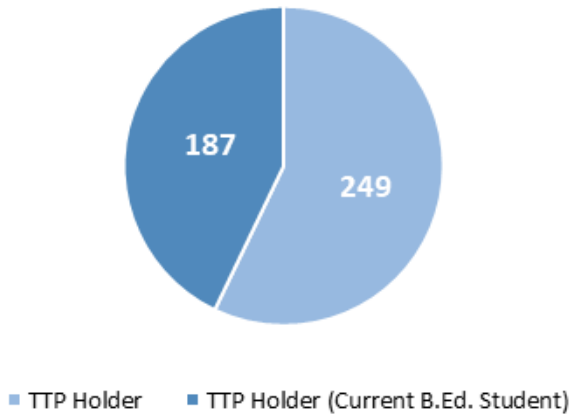
*Note: Provisional and permanent certificates issued in same year are counted twice.

Temporary Teaching Permits Issued

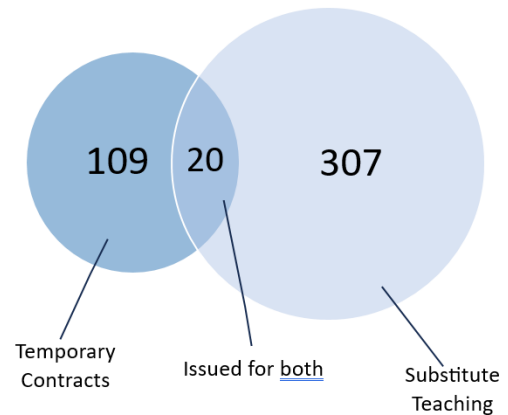
	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Initial	65	274 ⁺	235	250	280
Re-Issue	117	147 ⁺	129	182	156

⁺This number is re-stated.

Total Temporary Teaching Permits Issued (436)



Temporary Teaching Permits - Employment Purpose



▶ Statistics

2,373
Applications Received

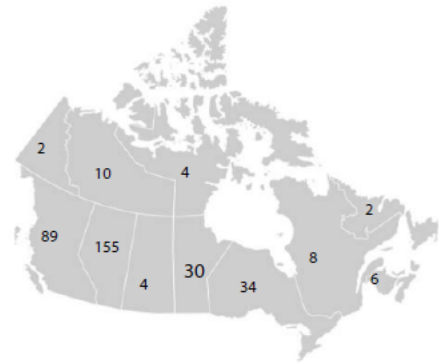
Applications
September 1, 2023 to August 31, 2024

Applications Received

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Certificates (incl. Additional Qualification Certificates)	894	1,246	1,230	1,228	1,348
Temporary Teaching Permits	197	468	425	502	523
Statements of Professional Standing	320	333	343	353	362
Replacement Certificates	116	145	145	158	140
Total	1,527	2,192	2,143	2,241*	2,373*

*Total does not include Provisional Renewal or Removal of Conditions

Statements of Professional Standing (SPS) Issued



	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Alberta	97	92	139	142	155
British Columbia	109	122	77	81	89
Manitoba	19	28	28	30	30
New Brunswick	2	1	9	3	6
Newfoundland and Labrador	4	1	2	3	2
Northwest Territories	10	12	14	16	10
Nova Scotia	11	15	10	7	11
Nunavut	12	6	6	10	4
Ontario	30	26	27	29	34
Prince Edward Island	2	9	1	4	1
Quebec	6	2	5	10	8
Saskatchewan	7	9	4	6	4
Yukon	4	5	8	7	2
Outside of Canada	6	5	1	3	4
Total	319	333	331	351	360

▶ Statistics

18,883
Registered Teachers

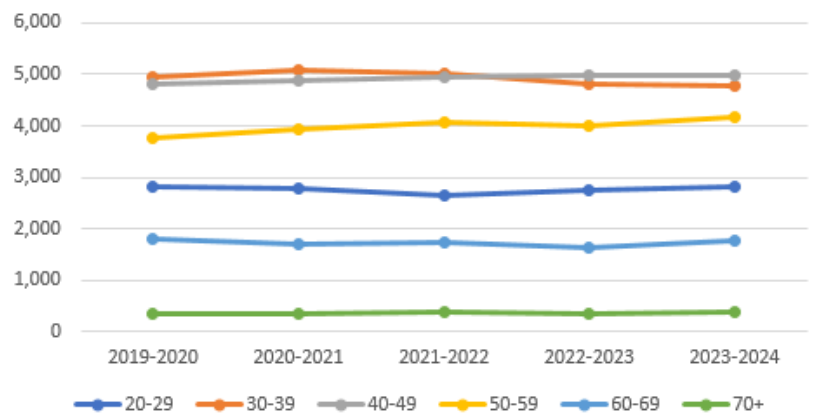
Annual Registration
September 1, 2023 to August 31, 2024

Registrants By Gender



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

Trends in the Age of Registrants



Registrants By # of Years SK Certificated**

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
0-5	4,037	4,142	3,927	3,989	4,044
6-10	3,064	2,979	2,949	2,828	2,823
11-15	2,360	2,569	2,607	2,676	2,738
16-20	2,269	2,296	2,326	2,252	2,294
21-25	2,014	2,033	1,963	2,055	2,119
26-30	1,927	1,957	2,029	1,910	1,867
31-35	1,410	1,350	1,079	1,343	1,415
36-40	1,150	1,074	1,051	997	991
41+	1,200	1,129	876	1,045	1,101

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

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD

FINANCIAL STATEMENTS
August 31, 2024



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.



Chair, Audit Committee



Markus Rubrecht
Chief Operating Officer & Registrar

INDEPENDENT AUDITOR'S 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, 2024**, 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, 2024, 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 auditor's report thereon. The annual report is expected to be made available to us after the date of this auditor's 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 AUDITOR'S 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 timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

November 27, 2024
Regina, Saskatchewan

VIRTUS GROUP LLP
Chartered Professional Accountants

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
STATEMENT OF FINANCIAL POSITION
AS AT AUGUST 31, 2024
(with comparative figures for 2023)

	ASSETS	
	2024	2023
Current assets		
Cash	\$ 495,495	\$ 716,105
Investments (Note 3)	705,779	237,088
Accounts receivable	7,231	5,266
Prepaid expenses	42,372	35,935
	1,250,877	994,394
Investments (Note 3)	877,626	823,049
Tangible capital assets (Note 4)	300,706	394,565
	\$ 2,429,209	\$ 2,212,008
	LIABILITIES	
Current liabilities		
Accounts payable and accrued liabilities	\$ 23,978	\$ 22,146
Deferred revenue	9,560	1,400
	33,538	23,546
	NET ASSETS	
Invested in tangible capital assets	300,706	394,565
Accumulated surplus	2,094,965	1,793,897
	2,395,671	2,188,462
	\$ 2,429,209	\$ 2,212,008
Contractual rights (Note 6)		
Contractual obligations (Note 7)		

See accompanying notes to the financial statements.

Approved on behalf of the board:




SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED AUGUST 31, 2024

(with comparative figures for the year ended August 31, 2023)

	Invested in tangible capital assets	Accumulated surplus	Total 2024	Total 2023
Balance - beginning of year	\$ 394,565	\$ 1,793,897	\$ 2,188,462	\$ 2,272,181
Excess (deficiency) of revenue over expenses	-	207,209	207,209	(83,719)
Amortization	(99,111)	99,111	-	-
Additions to tangible capital assets	6,025	(6,025)	-	-
Proceeds on disposal of tangible capital assets	(590)	590	-	-
Loss on disposal of tangible capital assets	(183)	183	-	-
Balance - end of year	<u>\$ 300,706</u>	<u>\$ 2,094,965</u>	<u>\$ 2,395,671</u>	<u>\$ 2,188,462</u>

See accompanying notes to the financial statements.

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED AUGUST 31, 2024
(with comparative figures for the year ended August 31, 2023)

	2024	2023
Revenue		
Interest	\$ 58,505	\$ 27,341
Registration fees	1,698,691	1,526,079
Rental revenue	106,023	104,396
Services	261,818	253,348
	<u>2,125,037</u>	<u>1,911,164</u>
Expenses		
Advertising and promotion	9,030	635
Amortization	99,111	102,047
Board and committee meetings	32,450	32,731
Computer technology	238,466	300,850
Dues and memberships	1,824	1,921
Insurance	26,864	31,516
Interest and bank charges	12,237	10,544
Loss on disposal of tangible capital assets	183	320
Office and general	9,173	10,324
Professional fees	132,393	128,862
Special project	6,479	19,709
Rent	297,493	298,697
Telephone & Fax	10,993	11,023
Training	12,516	7,999
Travel	11,953	18,889
Wages and benefits	1,016,663	1,018,816
	<u>1,917,828</u>	<u>1,994,883</u>
Excess (deficiency) of revenue over expenses	<u>\$ 207,209</u>	<u>\$ (83,719)</u>

See accompanying notes to the financial statements.

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED AUGUST 31, 2024
(with comparative figures for the year ended August 31, 2023)

	2024	2023
Cash provided by (used in) operating activities:		
Excess (deficiency) of revenue over expenses	\$ 207,209	\$ (83,719)
Items not involving cash:		
Amortization	99,111	102,047
Loss on disposal of tangible capital assets	183	320
	<u>306,503</u>	<u>18,648</u>
Non-cash operating working capital (Note 5)	1,590	(3,191)
	<u>308,093</u>	<u>15,457</u>
Cash provided by (used in) investing activities:		
Additions to investments	(761,895)	(217,067)
Proceeds on maturity of investments	238,627	201,808
Additions to tangible capital assets	(6,025)	(6,687)
Proceeds on disposal of tangible capital assets	590	300
	<u>(528,703)</u>	<u>(21,646)</u>
(Decrease) in cash	(220,610)	(6,189)
Cash position - beginning of year	<u>716,105</u>	<u>722,294</u>
Cash position - end of year	<u>\$ 495,495</u>	<u>\$ 716,105</u>

See accompanying notes to the financial statements.

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED AUGUST 31, 2024

(with comparative figures for the year ended August 31, 2023)

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.

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED AUGUST 31, 2024

(with comparative figures for the year ended August 31, 2023)

3. Investments

	2024	2023
Guaranteed Investment Certificate, non-redeemable, bearing interest at 0.80%, maturing on May 21, 2025.	\$ 205,296	\$ 203,667
Guaranteed Investment Certificate, cashable, bearing interest at 3.90%, maturing on August 21, 2025.	500,483	-
Guaranteed Investment Certificate, non-redeemable, bearing interest at 1.45%, maturing on May 21, 2026.	209,671	206,676
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.15%, maturing on May 27, 2027.	215,376	208,800
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.84%, maturing on May 24, 2028.	211,726	203,906
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.95%, maturing on May 21, 2029.	205,851	-
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.45%, maturing on August 31, 2029.	35,002	-
Guaranteed Investment Certificate, non-redeemable, bearing interest at 0.60%, maturing on May 21, 2024.	-	202,747
Guaranteed Investment Certificate, non-redeemable, bearing interest at 1.92%, maturing on August 31, 2024.	-	34,341
	\$ 1,583,405	\$ 1,060,137
Total investments	\$ 1,583,405	\$ 1,060,137

Investments are classified on the Statement of Financial Position as:

	2024	2023
Current	\$ 705,779	\$ 237,088
Long term	877,626	823,049
Total investments	\$ 1,583,405	\$ 1,060,137

4. Tangible capital assets

	2024		2023	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Computer equipment	\$ 68,970	\$ 60,841	\$ 8,129	\$ 9,852
Computer software	852,740	579,119	273,621	359,282
Furniture and fixtures	86,441	71,985	14,456	17,521
Leasehold improvements	34,101	29,601	4,500	7,910
	\$ 1,042,252	\$ 741,546	\$ 300,706	\$ 394,565

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED AUGUST 31, 2024

(with comparative figures for the year ended August 31, 2023)

5. Non-cash operating working capital

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

	2024	2023
(Increase) decrease in current assets:		
Accounts receivable	\$ (1,965)	\$ 3,930
Prepaid expenses	(6,437)	7,281
	(8,402)	11,211
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	1,832	(3,877)
Deferred revenue	8,160	(10,525)
	9,992	(14,402)
	\$ 1,590	\$ (3,191)

6. Contractual rights

The Organization has an agreement to lease a portion of its premises to a third party through July 31, 2025 for \$100,200 per year.

7. Contractual obligations

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

2025	\$	255,298
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The Organization is also committed to pay service contracts over the next five years as follows:

2025	\$	222,044
2026		115,708
2027		40,206
2028		29,830
2029		31,500

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, 2024

(with comparative figures for the year ended August 31, 2023)

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 \$173,355 (2023 - \$153,379) 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, 2024, there was \$nil (2023 - \$nil) owing to these related parties and \$nil (2023 - \$1,250) 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 \$114,600 (2023 - \$114,400) for the year.



SPTRB

*Saskatchewan Professional
Teachers Regulatory Board*

