



2024/2025 Annual Report

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

► Land Acknowledgement



Near All Nations Healing Hospital, 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 26, 2025

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 2025 Annual Report.

The report is an accounting of the SPTRB's activities for the fiscal year September 1, 2024, through August 31, 2025 and includes audited financial statements for the period.

Respectfully Submitted,



Ben Goby
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. The SPTRB will celebrate its tenth anniversary in October 2025.

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 personnel 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 one teacher is appointed by the League of Educational Administrators, Directors, and Superintendents.



2024-2025 Board of Directors

Chairperson

- Murray Guest

Vice Chairperson

- Ben Goby

Public Representatives

- Milton Block
- Katherine Gagné

Registered Teachers

- Verne Barber
- Wanda Clare
- Ben Goby
- Murray Guest
- Gord Husband
- Edla Landry
- John McGettigan

* Board Members also serve on one or more subcommittees

► Chairperson's Message



Murray Guest

The Saskatchewan Professional Teachers Regulatory Board (SPTRB) has again had a very successful year. The staff has worked hard to serve the public interest and effectively and efficiently register teachers in a way that is fair, timely and transparent. I am very proud to be associated with an organization that year after year continues to fulfill its mandate at a high level. I am also very pleased to have continued working closely and well with all the province's educational sector partners.

I offer thanks to Robin Bellamy, our previous chair, for his leadership and good humour. Robin was the second chair of the board of directors and worked honourably through his three terms as board member. It has been a privilege for me to be the first Registered Teacher to be the chair of the SPTRB. Working with the board, a group of people who have fulfilled their responsibilities at such a high level, has been both interesting and satisfying. It is with mixed feelings that I leave the board due to my retirement from regular teaching.

The board welcomed four new members in the 2024-2025 fiscal year:

Edla Landry, who grew up on a farm in west central Saskatchewan and started teaching in 1993. Edla holds several degrees in music and education and is currently the Vice-Principal at Delisle Composite School.

Verne Barber, who was born and raised in Lumsden, and is currently serving as the mayor of Lumsden. Verne began teaching in 1985 and retired from teaching in 2016. Verne served as an STF councillor for 22 years and served 2 terms as a Prairie Valley School Board member after his retirement.

Katherine Gagné worked internationally for the better part of a decade managing the Economic Affairs Division for SGS Hong Kong/China. Katherine is currently the General Manager of Junior Achievement in Saskatchewan, having served the province with Junior Achievement for the last 20 years. Katherine served 11 years as a Trustee with the Regina Public School Board with nine of those years as the Chairperson.

Milton Bock, who was born and raised in Saskatoon, eventually earning a B.A., B.Ed., and a Postgraduate Diploma in Educational Administration. Milton spent 15 years as a teacher and principal before starting work for the Saskatchewan Teachers' Federation, retiring as Associate Executive Director of the STF in 2022. Milton now serves as Director of Human Resources at Q-Line Trucking.

I have confidence that these new members of the Board will continue to oversee the SPTRB with integrity, intelligence and a deep understanding of the important role our organization has in the education of Saskatchewan's students. I also welcome Ben Goby as the new chair of the SPTRB. His background in policy and board functions will be a great asset.

Again, I want to thank the Board members for their support while I've served the SPTRB and by extension, the people of Saskatchewan. I also thank the staff of the SPTRB for doing their work very well, making my job easier.

Sincerely,

Murray Guest
SPTRB Board Chair

Registrar & COO's Message

I am pleased to present this report for the 2024-2025 fiscal year beginning September 1, 2024 and ending August 31, 2025. I have been in the role of Registrar and Chief Operating Officer since August of 2023 following a 25-year career as a teacher and administrator with the Regina Catholic School Division. During this time our staff has remained unchanged.

The SPTRB spent most of this fiscal year preparing for an upgrade from the 2017 desktop version of our database management and records software system to a cloud-based version. Preparing for the upgrade included many steps that needed to be addressed systematically. Following a few delays, we were able to launch the cloud-based version in June of 2025. The cloud-based system will allow for automatic upgrades in the future and will also allow the SPTRB to have far more control over the creation of application forms and data reports versus the desktop version where the creation of forms and report requests was more costly and more limiting. We are still in the early stages of learning the new system and we are pleased to have completed the transition.



Markus Rubrecht

November 18, 2024 marked the official launch of Pathways to Teach Canada. Pathways to Teach Canada was a joint effort by several Canadian jurisdictions to have a single entry-point for all internationally educated teachers (IET's) who wish to teach in Canada. All provinces and territories in Canada except for three have agreed to participate. Pathways is responsible to prepare a report for IET's that includes compiling all necessary personal documentation, a credential assessment and, if needed, a language proficiency assessment which is known as the Language Competency Assessment for the Teaching Profession (LCATP). The Pathways to Teach Canada report is then sent to the jurisdiction(s) where the IET is seeking certification. Pathways does not have the authority to certify teachers and the authority to certify teachers who wish to teach in Saskatchewan still rests with the SPTRB.

The work of SPTRB would not be possible without our dedicated staff, a passionate Board of Directors and the numerous committees. Their hard work and thoughtfulness are the keys to our success, enabling us to fulfill our mandate.

I also 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, Saskatchewan League of Educational Administrators, Directors and Superintendents, Saskatchewan Association of School Business Officials, University of Regina, University of Saskatchewan, First Nations University Canada, Gabriel Dumont Institute, 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 COO & Registrar of the SPTRB.

Markus Rubrecht

► 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.

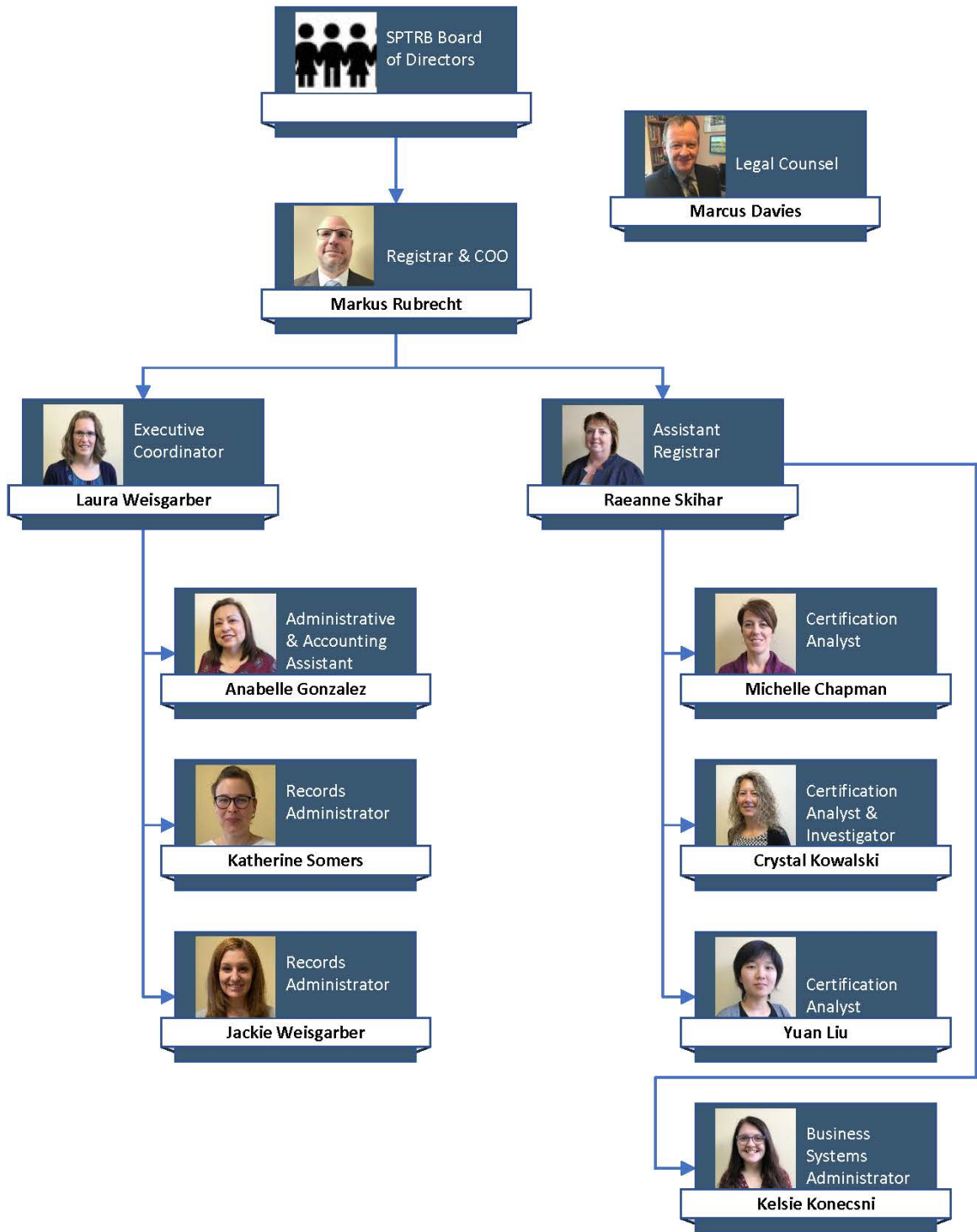
Public Registry

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. Temporary Teaching Permit holders will also display on the public registry.

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.

► 2024-2025 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 Objectives

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 19,000 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.
- Appointing members of the PCC or DC Panel to a Certificate Reinstatement Review 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 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 (CRRC)

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:

Ben Goby (Chair)
Edla Landry
John McGettigan

The Appointments Committee met four times during the 2024/2025 fiscal year.

The following was accomplished:

- five PCC panel members were appointed to a Professional Conduct Committee group to receive new matters over a six-month period.
- a contact order was recommended to staff for appointing members to a Certificate Reinstatement Review Committee for hearing a CCRA redaction request.
- four sets of five DC panel members were appointed for Discipline hearings.

The committee recommended to the Board that:

- ten Professional Conduct Committee panel members and fourteen Discipline Committee panel members be re-appointed. These were panel members whose terms were nearing expiry, and who expressed interest in continuing this important committee work.

This recommendation was approved by the Board of Directors

Audit Committee

Members:

Verne Barber
Ben Goby (Chair)
Gord Husband

In the Fall of 2024, the Audit Committee held their 2024-25 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 2024. The committee determined that they would recommend that the Board of Directors:

- approve the Audited Financial Statements for the fiscal year ended August 31, 2024;
- engage Virtus Group LLP as auditor of the SPTRB's accounts for the 2024-25 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, 2025 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

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

Members:

Kim Andersen - Registered Teacher
 Tim Caleval - TECC Member
 Jodi Dahlen - Registered Teacher and Chair
 Murray Guest - Chair of TECC
 Elizabeth Hutton Kristiansen - TECC Member
 Lana Steiner - Registered Teacher
 Leah West - Registered Teacher

The Continuing Professional Learning and Currency of Practice steering committee met on January 20, 2025 to make recommendations to the TECC to appoint two Registered Teachers and an alternate to the CPLCP working group. The TECC approved the appointments on January 22, 2025.

Dr. Cristyne Hébert from the University of Regina's Centre for Educational Research, Collaboration & Development (CERCD) presented the executive summary and final qualitative report: *The Status of Teacher Professional Learning in Saskatchewan* to the working group on March 31. The CPLCP working group had the opportunity to ask the researcher questions, followed by a group discussion about the report.

The CPLCP steering committee will update the Terms of Reference for the CPLCP working group in September of 2025.

Certificate Reinstatement Review Committee (CRRC)

The Certificate Reinstatement Review Committee met for the first time since the inception of the SPTRB in 2015.

The Appointments Committee appoints CRRC members drawn from the Discipline Committee and Professional Conduct Committee panels on a case by case basis. A CRRC comprised of Sandy Antonini, Katherine Gagné, Cheri Haberstock, Yasmina Lemieux and Brad Moser, met on April 1, 2025.

The committee considered a teacher's request to have their personal information redacted from a completed Consensual Complaint Resolution Agreement (CCRA). The committee approved the request for redaction as the teacher had satisfied all the terms and conditions of the CCRA, and five years had elapsed. The redacted CCRA remains on the SPTRB website.

Discipline Committee

Panel Members

Sandy Antonini+	Trevor Forrest+	Yasmina Lemieux
Milton Block (Chair)*+	Katherine Gagne*+	Dan Mielke
Steven Boucher	Cheri Haberstock	Dean Miezianko
Clark Bymoan	Christina Kaluza-Hughes	Brad Moser
Leslie Cey	Tracey Kiliwnik	Noel Roche+
Liza Donnelly	Greg Korpan	Janine Tine

*Member of the SPTRB Board of Directors +Public Member

The Discipline Committee received four formal complaints from the Professional Conduct Committee during the 2024-25 fiscal year. One complaint was heard in a public forum on August 20, 2025, and hearings for the others, along with two of the three outstanding matters from 2023-24 will be conducted in the coming months.

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

▶ 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	

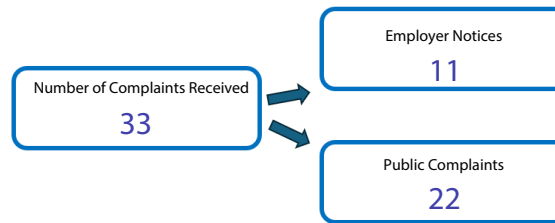
* Public Member

Highlights

11 PCC meetings

22 matters did not reach the investigation stage or resulted in no further action

Complaints Received by the Professional Conduct Committee in 2024-2025



Update – Ongoing Matters from Previous Years

There were twenty-one ongoing matters on August 31, 2024. Fifteen were concluded during the 2024-25 fiscal year.

As of August 31, 2025, two matters remain ongoing and there are four matters where the PCC has ordered investigation but the matter is on hold due to reasons outside of the SPTRB's purview (medical, legal, etc.).

Complaints Concluded in 2024-2025

Summary	Received in 2024-25	Ongoing matters from prior years
Investigations Not Initiated	9	-
No further Action After Investigation	13	10
Refer to the Discipline Committee	3*	3
Successful Consent Resolution	0	2
In Progress Consent Resolution	0	0
Ongoing Investigation	7	2
Ongoing - other reason (medical, legal, etc.)	1	4
Total Complaints	33	21

* One matter referred to the Discipline Committee for hearing involved 3 public complaints against one educator and one hearing will be held

▶ 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, Chair	SPTRB Board of Directors
Reanna Daniels	First Nations University of Canada
Jeannine Whitehouse	Gabriel Dumont Institute
Mitch Kachur	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 met twice in the 2024-25 fiscal year and made the following decisions:

Appointment of Committee Members to the Continuing Professional Learning and Currency of Practice (CPLCP) Working Group

Lana Steiner and Kim Anderson were appointed to the working group, and Dean Squires was appointed as an alternate. All three individuals are Registered Teachers in Saskatchewan.

Review of the Accepted Subject Matter Content for a Professional A Certificate Document

This document is used in the assessment and audit of teacher certification applications in Saskatchewan. SPTRB certification staff had requested a review of the documentation by TECC. TECC approved the updated document.

University of Regina

An updated list of courses which may be used to meet the amended coursework requirements was presented and reviewed. TECC approved the list of courses.

University of Saskatchewan: Indigenous Language Courses to meet Indigenous Studies Content

An updated list of courses which may be used to meet the Social Science/Social Studies teaching areas and Indigenous Studies content requirements for all Bachelor of Education programs at the University of Saskatchewan was presented and reviewed. TECC approved the list of courses.

University of Saskatchewan: Certificate in Indigenous Languages – Additional Qualification Certificate

A new Michif language stream has been added to this certificate program, and the previously existing Cree language stream has been re-labelled as nêhiyawêwin (Cree) stream. It was noted that the two streams are distinct from each other. TECC approved the change and creation of the new stream.

Course Requirement Changes in Certificate Programs for Internationally Educated Teachers

Internationally Educated Teachers (IET) completing one of these programs at the University of Regina or University of Saskatchewan to satisfy certification requirements, will now complete 21 credit hours of study instead of 18 credit hours of study. The additional three credit hours is for an academic course in First Nation, Métis and Inuit subject matter. TECC approved the changes to both programs.

Teacher Education Practicum Requirements Policy

TECC approved the Teacher Education Practicum Requirements policy that was created to document the historical practices associated with practicums completed by Saskatchewan graduates for certification purposes. This policy will help students understand the requirements and will assist the Universities in managing student placements.

▶ 2024-2025 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

Certification

1,156
Certificates Issued*

September 1, 2024 to August 31, 2025

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

Certificates Issued By Type

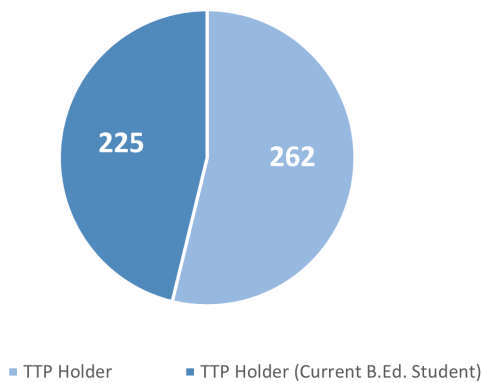
	2024-2025
Permanent Professional A	851
Provisional Professional A	162
Permanent Professional B	8
Provisional Professional B	4
Standard A	-
Technical	2
Vocational	1
Additional Qualification Certificate	128

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

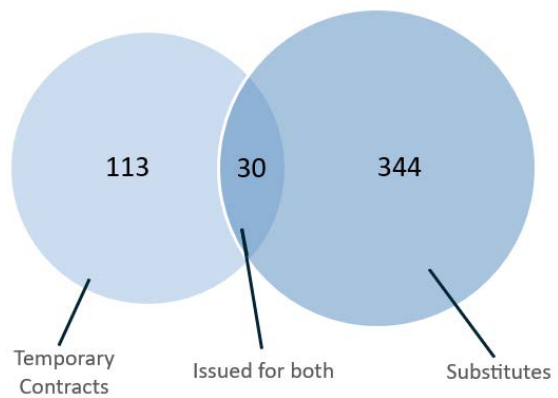
Temporary Teaching Permits Issued

	2024-2025
Initial	333
Subsequent	154

Total Temporary Teaching Permits Issued (487)



Temporary Teaching Permits - Employment Purpose



2,349
Applications Received

September 1, 2024 to August 31, 2025

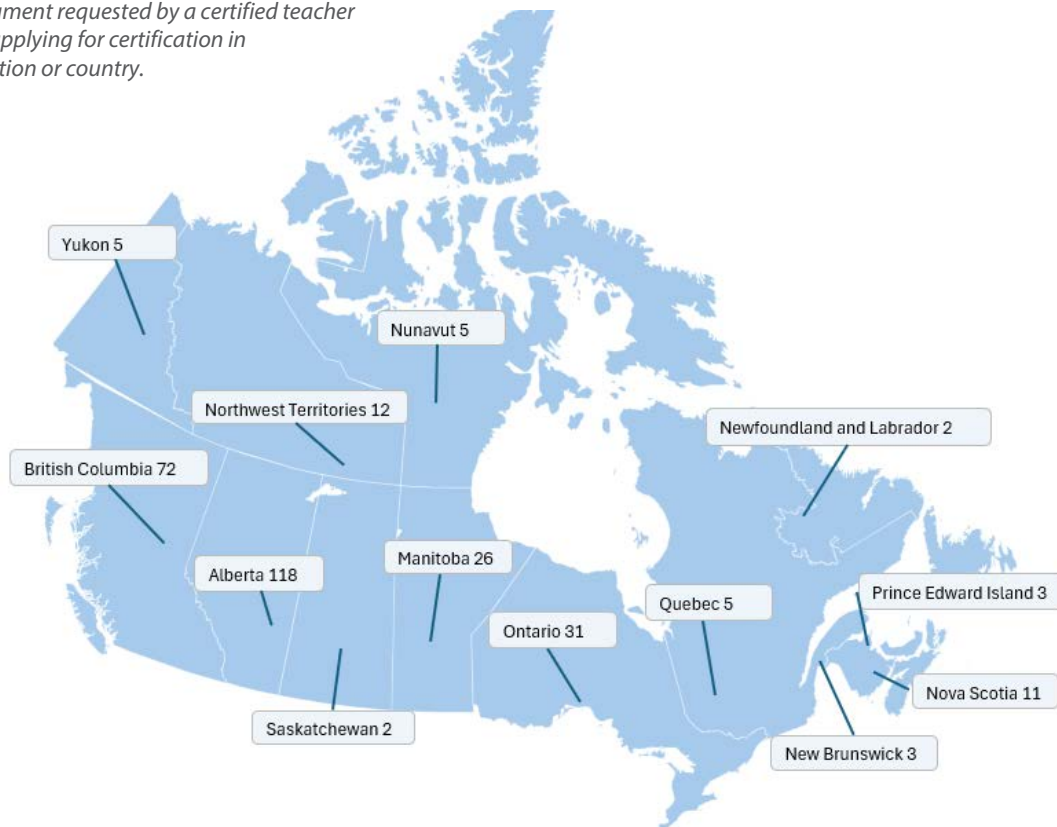
Applications Received

	2024-2025
Certificates (incl. Additional Qualification Certificates)	1,199
Temporary Teaching Permits	709
Statements of Professional Standing	298
Replacement Certificates	143
Total	2,349

* Total does not include Provisional Renewal or Removal of Conditions

Statements of Professional Standing (SPS) Issued

An SPS is a document requested by a certified teacher when they are applying for certification in another jurisdiction or country.



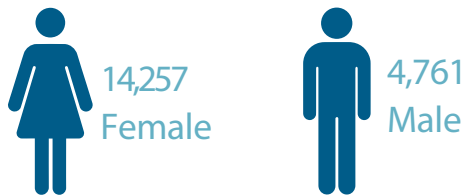
Statistics

Annual Registration

19,036
Registered Teachers

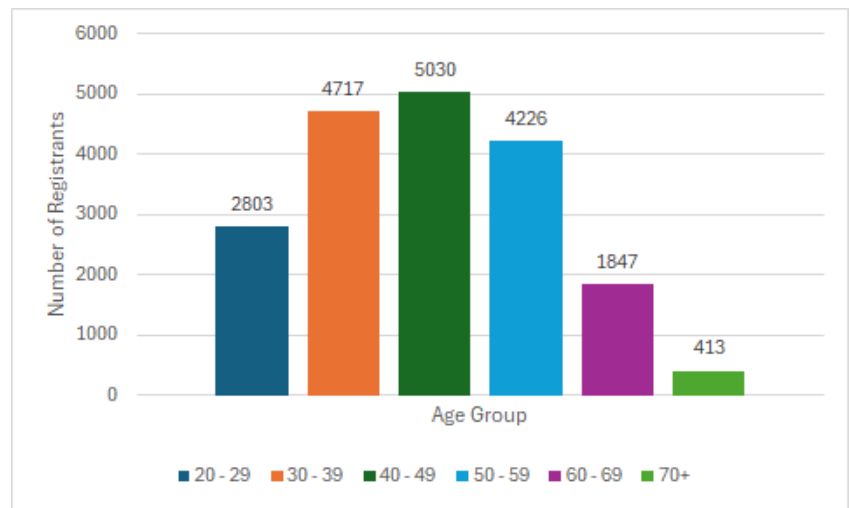
September 1, 2024 to August 31, 2025

Registrants By Gender



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

Registrants by Age



Registrants By # of Years Saskatchewan Certificate Held**

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
0-5	4,142	3,927	3,989	4,044	4,136
6-10	2,979	2,949	2,828	2,823	2,659
11-15	2,569	2,607	2,676	2,738	2,820
16-20	2,296	2,326	2,252	2,294	2,277
21-25	2,033	1,963	2,055	2,119	2,166
26-30	1,957	2,029	1,910	1,867	1,837
31-35	1,350	1,079	1,343	1,415	1,540
36-40	1,074	1,051	997	991	934
41+	1,129	876	1,045	1,101	1,151

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

HISTORICAL STATISTICS are available online at sptrb.ca/Annual_Report

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD

FINANCIAL STATEMENTS
August 31, 2025



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.



Ben Goby
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, 2025**, 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, 2025, 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 26, 2025
Regina, Saskatchewan

VIRTUS GROUP LLP
Chartered Professional Accountants

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
STATEMENT OF FINANCIAL POSITION
AS AT AUGUST 31, 2025
(with comparative figures for 2024)

ASSETS		2025	2024
Current assets			
Cash	\$	622,447	\$ 495,495
Investments (Note 3)		732,429	705,779
Accounts receivable		5,006	7,231
Prepaid expenses		32,928	42,372
		1,392,810	1,250,877
Investments (Note 3)		900,540	877,626
Tangible capital assets (Note 4)		208,785	300,706
	\$	2,502,135	\$ 2,429,209
LIABILITIES			
Current liabilities			
Accounts payable and accrued liabilities	\$	32,927	\$ 23,978
Deferred revenue		1,955	9,560
		34,882	33,538
NET ASSETS			
Invested in tangible capital assets		208,785	300,706
Accumulated surplus		2,258,468	2,094,965
		2,467,253	2,395,671
	\$	2,502,135	\$ 2,429,209
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, 2025

(with comparative figures for the year ended August 31, 2024)

	Invested in tangible capital assets	Accumulated surplus	Total 2025	Total 2024
Balance - beginning of year	\$ 300,706	\$ 2,094,965	\$ 2,395,671	\$ 2,188,462
Excess of revenue over expenses	-	71,582	71,582	207,209
Amortization	(95,506)	95,506	-	-
Additions to tangible capital assets	3,812	(3,812)	-	-
Loss on disposal of tangible capital assets	(227)	227	-	-
Balance - end of year	<u>\$ 208,785</u>	<u>\$ 2,258,468</u>	<u>\$ 2,467,253</u>	<u>\$ 2,395,671</u>

See accompanying notes to the financial statements.

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED AUGUST 31, 2025
(with comparative figures for the year ended August 31, 2024)

	2025	2024
Revenue		
Interest	\$ 64,059	\$ 58,505
Registration fees	1,709,696	1,698,691
Rental revenue	108,804	106,023
Services	246,190	261,818
	<u>2,128,749</u>	<u>2,125,037</u>
Expenses		
Advertising and promotion	2,423	9,030
Amortization	95,506	99,111
Bad debts (recovery)	(210)	-
Bank charges	11,752	12,237
Board and committee meetings	31,417	32,450
Computer technology	378,417	238,466
Dues and memberships	1,633	1,824
Insurance	28,244	26,864
Loss on disposal of tangible capital assets	227	183
Office and general	14,946	9,173
Professional fees	127,500	132,393
Special project	-	6,479
Rent	291,133	297,493
Telephone	10,783	10,993
Training	6,581	12,516
Travel	14,450	11,953
Wages and benefits	1,042,365	1,016,663
	<u>2,057,167</u>	<u>1,917,828</u>
Excess of revenue over expenses	<u>\$ 71,582</u>	<u>\$ 207,209</u>

See accompanying notes to the financial statements.

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED AUGUST 31, 2025
(with comparative figures for the year ended August 31, 2024)

	2025	2024
Cash provided by (used in) operating activities:		
Excess of revenue over expenses	\$ 71,582	\$ 207,209
Items not involving cash:		
Amortization	95,506	99,111
Loss on disposal of tangible capital assets	227	183
	<u>167,315</u>	<u>306,503</u>
Non-cash operating working capital (Note 5)	13,013	1,590
	<u>180,328</u>	<u>308,093</u>
Cash provided by (used in) investing activities:		
Additions to investments	(775,545)	(761,895)
Proceeds on maturity of investments	725,981	238,627
Additions to tangible capital assets	(3,812)	(6,025)
Proceeds on disposal of tangible capital assets	-	590
	<u>(53,376)</u>	<u>(528,703)</u>
Increase (decrease) in cash	126,952	(220,610)
Cash position - beginning of year	<u>495,495</u>	<u>716,105</u>
Cash position - end of year	<u>\$ 622,447</u>	<u>\$ 495,495</u>

See accompanying notes to the financial statements.

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED AUGUST 31, 2025

(with comparative figures for the year ended August 31, 2024)

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, 2025

(with comparative figures for the year ended August 31, 2024)

3. Investments

	2025	2024
Guaranteed Investment Certificate, non-redeemable, bearing interest at 1.45%, maturing on May 21, 2026.	\$ 212,707	\$ 209,671
Guaranteed Investment Certificate, cashable, bearing interest at 2.25%, maturing on August 21, 2026.	519,724	-
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.15%, maturing on May 27, 2027.	222,142	215,376
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.84%, maturing on May 24, 2028.	219,823	211,726
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.95%, maturing on May 21, 2029.	213,959	205,851
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.45%, maturing on August 31, 2029.	36,202	35,002
Guaranteed Investment Certificate, non-redeemable, bearing interest at 3.25%, maturing on May 16, 2030.	208,412	-
Guaranteed Investment Certificate, non-redeemable, bearing interest at 0.80%, maturing on May 21, 2025.	-	205,296
Guaranteed Investment Certificate, cashable, bearing interest at 3.90%, maturing on August 21, 2025.	-	500,483
Total investments	\$ 1,632,969	\$ 1,583,405

Investments are classified on the Statement of Financial Position as:

	2025	2024
Current	\$ 732,429	\$ 705,779
Long term	900,540	877,626
	\$ 1,632,969	\$ 1,583,405

4. Tangible capital assets

	2025		2024	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Computer equipment	\$ 67,809	\$ 61,535	\$ 6,274	\$ 8,129
Computer software	852,740	663,116	189,624	273,621
Furniture and fixtures	86,441	74,876	11,565	14,456
Leasehold improvements	34,101	32,779	1,322	4,500
	\$ 1,041,091	\$ 832,306	\$ 208,785	\$ 300,706

SASKATCHEWAN PROFESSIONAL TEACHERS REGULATORY BOARD
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED AUGUST 31, 2025

(with comparative figures for the year ended August 31, 2024)

5. Non-cash operating working capital

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

	2025	2024
(Increase) decrease in current assets:		
Accounts receivable	\$ 2,225	\$ (1,965)
Prepaid expenses	9,444	(6,437)
	11,669	(8,402)
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	8,949	1,832
Deferred revenue	(7,605)	8,160
	1,344	9,992
	\$ 13,013	\$ 1,590

6. Contractual rights

The Organization has an agreement to lease a portion of its premises to a third party for \$111,036 per year through July 31, 2030, \$114,132 per year from August 1, 2030 to July 31, 2032, and \$117,240 per year for August 1, 2032 to July 31, 2035.

7. Contractual obligations

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

2026	\$	306,900
2027		306,900
2028		306,900
2029		306,900
2030		306,900

The Organization is also committed to pay service contracts over the next five years as follows:

2026	\$	134,700
2027		47,700
2028		29,800
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, 2025

(with comparative figures for the year ended August 31, 2024)

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 \$188,518 (2024 - \$173,355) 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, 2025, there was \$nil (2024 - \$nil) owing to these related parties and \$nil (2024 - \$nil) 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 \$134,500 (2024 - \$114,600) for the year.



SPTRB

*Saskatchewan Professional
Teachers Regulatory Board*

