



### STAFF BENEFITS

#### PURPOSE

Employees of the North East School Division shall be entitled to employment benefits as provided for in labour legislation, employee agreements or contracts, collective agreements and such other benefits approved by the Board.

Notwithstanding the foregoing, employees who are not members of a union or the Teachers' Collective Bargaining Unit shall be entitled to employment benefits no less favourable than those granted under any other collective agreements applicable to similar classifications.

#### PROCEDURES

1. Employees who are members of the Saskatchewan Teachers Federation or the Canadian Union of Public Employees shall be subject to the conditions of employment as provided in the collective agreements and shall receive such other benefits as the North East School Division may provide.
2. Employees, other than those governed by Section 1 above, shall each be provided with benefits not less than those provided above for similar classification of work.
3. All employees employed in a permanent position, other than those on the teachers' superannuation plan, shall be required as a condition of employment to participate in the Pension Plan for twelve-month employees or the pension plan for ten-month employees as provided by the Board.
4. The Superintendent of Human Resources shall be responsible for the administration of employee benefits and pension plans to ensure compliance with legislation, collective agreements, Board policies and North East School Division administrative procedures.

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