

## Changes to the Professional Development Funds

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The purpose of this document is to outline the changes of the various professional development articles and Memorandum of Agreements (MOA) in the ASPA collective agreement.

### **Removal from the ASPA collective agreement:**

The following articles have been removed:

- Articles 7.3.1 - Education and Training Incentive
- 12.2 - Education and Retaining
- 12.6 - Development Investment Grant (DIG)

The following MOA has been removed:

- Reassignment Retraining Fund

Effective January 1, 2012 the above funds were closed; any applications received prior to December 31, 2011 were processed in accordance to the articles, applications received after December 31, 2011 will not be processed.

### **Changes to the ASPA collective agreement:**

#### **Article 12.2 - Tuition Waiver**

The University of Saskatchewan encourages employees to enrich their employment through formal education, short courses, and other means of professional development. Employees' in-scope of ASPA are entitled to have tuition fees waived for one (1) course for credit per academic term for courses taken at the University of Saskatchewan. The maximum value of the waiver per academic term has been eliminated; therefore an employee making an application will receive their tuition fees waived. All other processes and procedures have not changed.

#### **Article 12.3 - Accountable Professional Development Account (APDA)**

The University of Saskatchewan is committed to promoting the professional development activities of employees. Effective May 1, 2012 the annual allotment increases from \$1,000 to \$1,100 and the cumulative maximum increases from \$7,500 to \$9,000. Retroactive allotments will not be provided to employees' APDA balances or maximums for previous years. Please review the Accountable Professional Expense Fund Guidelines found at:

<http://www.usask.ca/fsd/resources/guidelines/apef.php>

#### **Article 12.5 - Tuition Reimbursement Fund (TRF)**

The Tuition Reimbursement Fund is available for employees' immediate family (spouses, partners, and children). Tuition reimbursements are made annually. Effective May 1, 2012 the university will provide to this fund an annual allotment of \$180,000. This fund is administered by ASPA.

Please contact your union for more information.

**Article 16.3 - Retraining**

An employee in-scope of ASPA who has received notice of layoff will continue to have access to their existing APDA funds for a period of six (6) months. These provisions will be reviewed with employees in detail when notice of layoff is provided.

**Contact:**

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