

RETIREMENT

- POLICY -

In order to retain and recruit workers beyond the normal retirement age of 65 (pursuant to the teacher and municipal pension plans), the Board supports employment practices, subject to collective agreements and operational needs, such as:

- ♦ modifying hours of work to allow for part-time, flex-time or job-sharing assignments;
- ♦ changing the mix of job duties to accommodate older workers, for example by reassigning some labour-intensive work;
- ♦ continuing benefit coverage, where permitted by benefit plans, to workers over 65; and
- ♦ utilizing older workers with specialized positions to train new employees.

The Board encourages succession planning, where skilled and experienced older workers can transfer their knowledge to newer workers.

Employees considering retirement should notify the Board at least 30 days in advance of their anticipated retirement date.