

APPENDIX A

EARLY RETIREMENT INCENTIVE PLAN

Purpose

- .01 The purpose of the Early Retirement Incentive Plan is to enable teachers, during the period of declining enrolment, to retire earlier than they might otherwise decide.

The Plan will provide the teacher with an opportunity to earn money, following retirement, which may help reduce the impact of financial loss incurred under the terms of the *Teachers' Pension Act* by electing early retirement.

Eligibility Requirements

- .02 A teacher must be eligible for a pension under the Nova Scotia *Teachers' Pension Act*.

Application

- .03 A teacher who plans to retire at the end of the school year and wishes to participate in the Plan must make application, in writing, to the Regional Executive Director/Superintendent on or before December 31st of the school year in which the teacher plans to retire.
- .04 A teacher who plans to retire during the school year and wishes to participate in the Plan must make application, in writing, to the Regional Executive Director/Superintendent at least three (3) months prior to the date the teacher plans to retire.
- .05 Approval of individual request to participate in the Plan shall be at the discretion of the Education Entity subject to the approval of the Employer, and a refusal by an Education Entity to approve an application is final and non-grievable.
- .06 Written acceptance, or denial, of the teacher's request, with explanation, shall be forwarded to the teacher within two (2) months from the closing date for application.

Conditions

- .07 During each year of participation in the Early Retirement Incentive Plan, the teacher shall agree to work for the Education Entity in an assignment mutually agreed upon by the teacher and the Education Entity for a minimum period of twenty-one (21) days, such period need not be consecutive. Unless there are extenuating circumstances, the teacher shall be available for work. If the teacher is otherwise not available for work, the 21 day provision will be reduced accordingly.
- .08 A teacher may participate in the Early Retirement Incentive Plan for a maximum of five (5) years.
- .09 A teacher participating in the Plan shall be paid in accordance with the salary provisions of the Teachers' Provincial Agreement with the calculation for the daily rate to be based on one hundred and ninety-five (195).

.10 The Early Retirement Incentive Plan shall not affect any of the provisions of the Service Award.

.11 The teacher must resign the teacher's position.

Contract

.12 A participating teacher, the Education Entity and the Minister of Education and Early Childhood Development, or designate, shall jointly sign the approved contract before final approval for participation in the Plan is considered granted.

Duration

.13 The Early Retirement Incentive Plan shall remain in effect until mutually agreed otherwise by the parties to this Agreement.

Information

.14 Effective the academic school year August 1, 1999, the Minister shall provide the Union or designate with the following information:

- (i) the number of applications submitted pursuant to .03 by Education Entity; and
- (ii) the names of approved applicants by Education Entity, on or before July 31st of the academic school year.

Special Circumstances

.15 When it is determined, pursuant to Article 21, that an Early Retirement Incentive plan is to be offered the provisions of this Article shall apply except as noted below.

.16 Notwithstanding .07 the teacher shall be guaranteed a period of 69.5 days of substitute service or other work as determined by the Education Entity which need not be consecutive. Unless there are extenuating circumstances, the teacher shall be available for work. If the teacher is otherwise not available for work, the 69.5 day guarantee will be reduced accordingly.

.17 A teacher may participate in the Special Circumstances provision for a maximum of five (5) years.

.18 The number of participants eligible for the Special Circumstances provision shall be limited by the provisions of Article 21.

EARLY RETIREMENT INCENTIVE PLAN CONTRACT

SECTION I:

Having read the terms and conditions of the Early Retirement Incentive Plan related to Article 38 of the Teachers' Provincial Agreement, I hereby advise that I wish to participate in the Plan, and if approved by the Education Entity and the Minister will therefore retire from my current teaching position effective the _____ day of _____, 20____.

SIGNATURE _____

WITNESS _____

DATE _____

SECTION II:

In accordance with the terms and conditions of the aforementioned Early Retirement Incentive Plan, approval is given the above-named teacher to participate in the Plan, for a period of _____ years commencing the _____ day of _____, 20____ and terminating the _____ day of _____ 20____.

SIGNATURE _____
On behalf of the Education Entity

WITNESS _____

DATE _____

SIGNATURE _____
On behalf of the Minister of Education and Early Childhood Development

WITNESS _____

DATE _____