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**NORMAL RETIREMENT AGE**

APPROVED: 1984.07.10

REVISED: 1999.01.26

2001.01.16

2008.02.05

2008.04.29

***POLICY***

The Board of Education recognizes age 65 as the normal retirement age for employees of School District No. 57.

Employees must provide notice of retirement in accordance with notice requirements of the applicable collective agreement or contract.

This policy does not prevent employees from retiring before the age of 65 or prevent employees from working beyond the age of 65.

An employee who decides to work beyond age 65 will continue to perform the full scope of his or her duties and responsibilities, to the employer's standards

***DEFINITIONS:***

**"Normal Retirement Age"** for employees of the school district is age 65, under the provisions of the Teachers' Pension Plan and the Municipal Pension Plan.

**"Early retirement"** is the voluntary cessation of employment with the school district between the age of 55 and the normal retirement age of 65.

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Responsibility Centre: Director of Human Resources

References: *School Act*, Section 15, 85

*Public Sector Pension Plans Act*

Collective agreements

Bill 31: *Human Rights Code (Amended)*

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***PREAMBLE***

All employees contemplating retirement should contact the B.C. Pension Corporation and the district's payroll supervisor for information about personal pension planning.

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RETIREMENT AGE

**REGULATIONS:**

1. Normal and early retirements shall be in accordance with the *School Act*, the *Public Sector Pension Plans Act* and school district policies, as appropriate.
2. The retirement date for employees shall be no later than the end of the school year in which they intend to retire or at the employee's discretion, the end of the semester or the month in which they intend to retire.
3. Employees planning an early retirement shall advise their supervisors and the Human Resources Department, in writing, in advance of their proposed retirement date in order to assist school organization and central administration planning.

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