

## GARDEN VALLEY SCHOOL DIVISION NO. 26

### Procedure: Early Retirement Incentive Plan

April 18, 2000

**PURPOSE:** The purpose of documenting this procedure is to attempt to establish greater consistency in the interpretation and application of the existing language of Article 8.0 (Early Retirement Incentive Plan) of the current collective agreement between the Garden Valley School Division No. 26 Board of Trustees and the Garden Valley Teachers' Association.

**BACKGROUND:** There are two concerns with respect to interpreting the existing language in the ERIP clause. They are:

1. Determining eligibility with respect to age
2. Calculation of "time taught" during the last seven (7) consecutive years of service"

**PROCEDURE:** The current language does not clearly indicate when the employee is to be placed on the sliding age scale. Therefore, it was agreed that **the age of the employee on the last day of employment with the Division** would be used to determine placement on the sliding age scale indicated within the collective agreement.

Part C of the clause refers to proration of the incentive payment based on "time taught" during the last seven (7) consecutive years. **It was agreed that any Deferred Salary Leave or full time Board approved leave of absence would not constitute a break in service for the calculation of "time taught" during the last seven (7) consecutive years of service provided there is an equivalent period of service immediately prior to the last seven (7) consecutive years of service.**

**Sick Leave and/or Long Term Disability do not constitute a break in service for the calculation of time taught during the last 7 consecutive years of service and do not require an equivalent period of service immediately prior to the last 7 consecutive years of service.**

Any leaves, excluding sick leave and long term disability leave, which result in a partial reduction of time taught during the school day on a daily basis rather than a full leave would result in a reduction of time taught and prorated accordingly.