

POLICY

SCHOOL DISTRICT NO. 53
(Okanagan Similkameen)

Reference: D 5

Approved: February 28, 2001

Mandatory Retirement

This policy applies to all teaching, support, and administrative employees, whether regular, relief, or casual employees.

1. All employees of the Okanagan Similkameen School District shall retire no later than the end of the school year (June 30) in which they reach the age of 65.
2. Employees are encouraged to retire at the end of a school year to promote smooth transition for students, schools and other employees.
3. With the prior approval of the Board, an employee who has retired at age 65 may be re-hired on a temporary basis, for a period not exceeding the remainder of the current school year, where there is a demonstrated shortage of employees and applicants with the required skills and qualifications for a specific position.

Background

1. Under the Teachers' Pension Plan, normal retirement age for teachers is the end of the school year in which the teacher attains age 65.
2. Under the Municipal Pension Plan, normal retirement age is age 65.
3. The Board recognizes normal Canadian retirement practice of retirement at age 65.

REGULATION

SCHOOL DISTRICT NO. 53
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Mandatory Retirement – Transitional Regulation

Any employee of the Okanagan Similkameen School District who has attained the age of 65 at the date of approval of the Mandatory Retirement Policy shall retire not later than June 30, 2001.