

<p style="text-align: center;">STRAIT REGIONAL SCHOOL BOARD <i>Excellence in Lifelong Learning</i></p> <p style="text-align: center;"><i>POLICIES AND GUIDELINES</i></p>	<p style="text-align: center;">GENERAL V-A-3</p>
	<p style="text-align: center;">General TEACHERS' EARLY RETIREMENT PLAN EXIT POINT EXTENSIONS</p>
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TEACHERS' EARLY RETIREMENT PLAN
Exit Point Extensions

POLICY STATEMENT

The Strait Regional School Board recognizes the significance of the Early Retirement Plan to employees who have provided long and faithful service to the education system, and the Board supports the decisions of teachers who opt for retirement under the plan. The Board must be astute, however, in ensuring that the exiting of staff during the course of the school term results in a minimum amount of disruption to the learning and teaching environment.

In the management of the Early Retirement Plan, the Board acknowledges its right to grant extensions to exit dates if requested by teachers whose eligibility date occurs during the course of the school term.

GUIDELINES

1. Teachers are expected to notify the Board of their intention to take retirement at least three months prior to the anticipated retirement date.

2. When evaluating requests for extensions to exit dates under the Teachers' Early Retirement Program, the Board will first and foremost be concerned with protecting the best interests of students and maintaining the integrity of the school program. Requests for extensions to exit dates will also be subject to budgetary considerations.

3. Natural exit points
 - 3.1 Requests for extensions from **school-based teaching and resource staff** will not ordinarily be accommodated beyond any natural break point in the school year (e.g., Christmas break, end of semester/trimester, end of an evaluation period.)

 - 3.2 Requests for extensions from **regional administrative and support staff** will be evaluated in terms of their impact

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on the education system at the time.

4. Exiting at beginning and near end of the school term

4.1 If an employee's exit date occurs during September and October, requests for a temporary placement for those months will be considered.

4.2 For those due to retire in April and May, requests for extensions to the end of the school term will be granted.