



Policy Section: **Personnel/Employee Matters**

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Policy Name: **Retirement of Employees**

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Policy Statement

It is the policy of the Keewatin-Patricia District School Board (KPDSB) to establish a normal retirement age for its employees, in accordance with the following guidelines.

Rationale

Consistency and predictability of retirement age for employees of the KPDSB is desirable. The KPDSB and its employees need to manage the retirement of employees and its effect on the KPDSB, the employee, and the schools served.

KPDSB employees are members of either the Ontario Municipal Employees Retirement System or Teachers' Pension Plan, both of which have a normal retirement age of sixty-five (65).

Guidelines

1. General

- a) Retirement at age sixty-five (65) is not mandatory however, the normal retirement age for all KPDSB employees shall be sixty-five (65).
- b) Notices of intent to retire shall be written to the Principal/supervisory with a copy to Human Resources.
- c) An employee planning early retirement shall forward a notice of intent to retire to the Principal/supervisory with a copy to Human Resources at least three (3) months prior to the proposed retirement date, or as required by Collective Agreements.

2. Retirement Date

Retirement shall take effect in accordance with the normal dates of resignation outlined in the appropriate Pension Plan, Collective Agreement, or Policy unless otherwise agreed upon by mutual consent.

Cross Reference
Teachers' Pension Act, R.S.O. 1990, c. T.1
Ontario Municipal Employees Retirement System Act, 2006, S.O. 2006 c.2

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