

POLICY #4.32 RETIREMENT POLICY

This policy recognizes the elimination of mandatory retirement at age 65 but supports pension plan rules that define “normal retirement age”.

Therefore, it is the Board’s policy that:

The Burnaby Board of Education recognizes age 65 as the normal retirement age for employees of the school district (“normal retirement age”).

REGULATIONS:

1. Employees must provide notice of retirement in accordance with the notice requirements of the applicable collective agreement or contract.
2. This policy does not prevent employees from retiring before normal retirement age or from working beyond the normal retirement age.
3. An employee who decides to work beyond the normal retirement age will continue to perform the full scope of their duties and responsibilities.
4. Pension rights including specifying early and normal retirement ages are determined by Pensions B.C.
5. Certain employee benefits may contain age-based differences in accordance with the Human Rights Code.
6. Benefit coverage and premiums will continue to apply to employees who choose to work beyond age 65 unless the carrier’s plan calls for reduction or cessation of benefits.

Date Adopted: 1992 11

Date Revised: 2008-05

Cross References: Statutory: Bill 31 Human Rights Code
(Mandatory Retirement Elimination Amendment Act 2007)