

AP 716 BRIDGING TO RETIREMENT

Background

The opportunity for employees on teaching contracts to bridge to retirement has been a practice in our school division for a number of years. As a school division, we are stewards of public money and as such, we are expected to find efficiencies throughout our organization on an ongoing basis. Because of this, the option of bridging to retirement for employees under teaching contracts changed on September 1, 2017.

Procedures

As of September 1, 2017:

1. When an employee under a teaching contract will meet the eligibility requirements for an unreduced pension during the current school year, they must either:
 - a) Continue to teach as per their permanent contract until such time as they decide to retire,
 - b) Choose a retirement date at the end of the school year and exercise the bridging to retirement option for the next school year, or
 - c) Choose a retirement date anytime within the current school year and exercise the bridging to retirement option for the remainder of the school year.
2. In order to be considered for bridging to retirement, the employee must provide a formal written request, including a letter of their intent to retire, to the Director of Education on or before December 20th of the last year of service required to meet eligibility for an unreduced pension.
3. Bridging to retirement requests may not be considered after the December 20th submission deadline. Employees who miss this deadline will be considered as having chosen not to participate in the bridging to retirement option.
4. The bridging to retirement period cannot exceed one school year (10 months).