

ALGONQUIN AND LAKESHORE CATHOLIC DISTRICT SCHOOL BOARD

POLICY STATEMENT

Employment of Retirees

The Board recognizes the experiences and contributions made by employees who have retired from the Board.

The Board also recognizes that situations may arise where it is to the mutual interest of the Board and a retiree to utilize the skills, expertise and experience of that retiree in certain projects or term assignments.

Therefore, requests by retirees for employment by the Board may be considered with terms and conditions of employment determined by the Board, the appropriate collective agreement or such legislation or government policy as may apply.

It is the exclusive function of the Board to determine its employment needs.

Approved: April 25, 2000
Revised: June 17, 2003

ALGONQUIN AND LAKESHORE CATHOLIC DISTRICT SCHOOL BOARD

POLICY MANAGEMENT PRACTICES

Employment of Retirees

1. The employment relationship between the Board and an individual employee is concluded when the employee retires.
2. The Board has no obligation to re-employ any employee who has retired.
3. Requests for employment by retirees will be processed through the Human Resources Department.
4. Retired employees may be employed to fill a temporary human resource shortage, support a special project or fill a term assignment.
5. The Board determines salary and benefits for the employment of retirees, with due consideration to the Income Tax Act, Employment Standards Act, relevant pension plan requirements and applicable collective agreements.
6. Unless otherwise specified by the applicable collective agreements, retirees are not eligible for insured benefits or sick leave. Vacation entitlement will be as provided by the Employment Standards Act.
7. Retirees will not be re-employed as permanent employees.

Approved: April 25, 2000
Revised: June 17, 2003