

Administrative Procedure 412

RE-ENGAGEMENT OF SUPERANNUATED TEACHERS

Background:

The Division may, at its sole discretion, re-engage teachers who resign for purposes of superannuation and who express an interest in continuing or resuming their employment as teachers.

Procedures:

1. At the Division's sole discretion, teachers who qualify for superannuation at the end of a school year may be re-engaged on a new contract for the upcoming school year, without a competition, subject to the teacher's submission of a resignation dated for the end of the upcoming school year.
2. At the Division's sole discretion, teachers who qualify for superannuation prior to the end of a school year may be re-engaged on a new contract for the balance of the school year without a competition and subject to the teacher's submission of a resignation dated for the end of that school year.
3. Teachers (including school administrators or others who are engaged under teaching contracts) who wish to resign for purposes of superannuation and who wish to be re-engaged under a subsequent teaching contract with the Division, are to advise the Director, or designate, of such interest at least two months prior to their anticipated date of superannuation.
4. The Director, or designate, will determine whether he or she wishes to extend a new contract subsequent to the resignation to the teacher. The Director, or designate, may choose to accept the teacher's resignation and agree to offer a subsequent full-time continuing contract, a part-time continuing contract, a temporary contract or may choose not to re-engage the teacher. The Director, or designate, will communicate to the teacher who will then determine if he/she wishes to submit a written resignation.

5. If the teacher chooses to submit his/her resignation in light of the Director's, or designate's, decision regarding future employment, the resignation will be handled expeditiously so that the teacher can process his/her application for pension in a timely manner. If a new contract is to be established, the Director, or designate, will execute it in keeping with the normal administrative practices of the Division.
6. Teachers who are re-engaged as per this Administrative Procedure will not be eligible for the Early Notice of Retirement Gratuity as describe in AP 418.

Reference:

Section 85, 87, 108, 109 Education Act

Revised:

January 2015