

## **PROGRESSIVE RETIREMENT PLAN**

The progressive retirement plan is intended to enable a teacher to reduce his or her time worked for a period of one to five years. The teacher's time worked must not be less than 40% of the workweek or its equivalent within a school year.

To be eligible for the progressive retirement plan, the teacher must verify with the CARRA that in all likelihood he or she will be entitled to a pension on the date on which the agreement expires. The teacher shall sign the form required by CARRA and shall forward a copy to the board.

### **MAKING THE REQUEST**

- a) The teacher who intends to opt for the progressive retirement plan must forward a written request to the board usually before April 1 preceding the school year during which the progressive retirement period shall begin.
- b) The request must specify the period during which the teacher intends to opt for the progressive retirement plan and the time he or she intends to work during each of the years concerned.
- c) The teacher shall also forward to the board, at the same time as the request, an attestation from CARRA confirming that in all likelihood he or she will be entitled to a pension on the date on which the agreement expires.

Approval of the request for the progressive retirement plan shall be the exclusive responsibility of the board; however, should the request be refused, the board shall provide, at the teacher's request, the reasons for its refusal.

The board may modify, for a year covered by the agreement, the proportion of time worked to take into account the organization of the school or the instruction; in this case, the proportion of time worked shall be that closest to the proportion of time worked as provided for in the agreement or agreed to between the board and the teacher.

For the term of the agreement, the board shall distribute the teacher's workload while taking into account the percentage of time worked; the distribution may be weekly, cyclical, monthly or other.

The teacher is entitled to a percentage of salary equal to the percentage of the workload that he or she assumes in relation to a full-time teacher's workload.

The teacher may use the redeemable sick-leave days to his or her credit on December 31, 1973 at the rate of one day per day, to reduce the number of workdays immediately preceding the expiry of the agreement.

During the period of progressive retirement, the pensionable salary for the years covered by the agreement for the purposes of the pension plan (RREGOP) is the salary the teacher would have received or, for a period during which he or she received benefits under the salary insurance plan, to which he or she would have been entitled had he or she not availed himself or herself of the plan.

The period covered by the agreement shall count as a period of service for purposes of the pension plan (RREGOP).

For the term of the agreement, the teacher and the board must pay their share of the pension plan contributions on the basis of the applicable salary as if the teacher had not availed himself or herself of the progressive retirement plan.

For the term of the agreement, the teacher shall accumulate seniority and experience as if he or she had not availed himself or herself of the progressive retirement plan.

Upon expiry of the agreement, the teacher shall resign automatically and shall be pensioned off.

Further provisions apply in the following situations:

- **Availability**
- **Suspension**
- **Resignation**
- **Breach of contract**
- **Dismissal**
- **Non-reengagement**
- **Death of the teacher**
- **Relocation to another employer**
- **Voluntarily ceasing to participate**

Contact ATA if you have questions or find yourself in any of these situations.

