

PROGRESSIVE RETIREMENT PLAN

Any teacher wishing to benefit from this plan must forward a written request to the Board, usually before **APRIL 1st PRECEDING** the school year during which the progressive retirement period shall begin (provincial entente 5-22.00).

- The purpose of the plan is to allow a full-time teacher to reduce their time worked for 1 to 5 years before full retirement.
- To be eligible, the teacher **must first verify with Retraite Québec** that they will be entitled to a pension on the date on which the plan ends.
- **Retirement is compulsory at the end of the plan.**
- Any changes in the dates set for the beginning and end of the agreement must have the prior approval of Retraite Québec.
- The agreement **becomes null** if the teacher **voluntarily ceases to participate in the plan during the first year** of the agreement.
- The **agreement ends** if the teacher **voluntarily ceases to participate in the plan more than 1 year after the beginning** of the agreement.
- The teacher's workload can vary between 40% and 80% of the regular work week, or its equivalent within the framework of a school year.
- The teacher **must specify the period during which they intend to benefit** from the progressive retirement plan **and the time they intend to work during each of the years concerned**.

The granting of a progressive retirement shall be the exclusive responsibility of the Board. However, should the request be refused, the Board must provide, at the teacher's request, the reasons for its refusal.

- If the teacher becomes sick and is unable to work during the programme, the programme may be cancelled **at the request of the teacher**, and the teacher goes on salary insurance.
- For the purpose of the pension plan, one full year of service shall be recognized for each year of participation in the programme.
- For the duration of the agreement, **the teacher and the Board must pay their share** of the contributions to the pension plan **based on full salary**.
- For the duration of the agreement, the teacher shall accumulate seniority and experience.