

Letter of Understanding

Between

The Bulkley Valley Teachers' Association

And

The British Columbia Teachers' Federation

And

The Board of School Trustees of School District No. 54 (Bulkley Valley)
(The Board)

And

The British Columbia Public School Employers' Association
(BCPSEA)

Re: Workforce Adjustment Program

The parties agree that an early retirement incentive as outlined in the attached plan will be offered to employees in School District No. 54 (Bulkley Valley) covered by the collective agreement between the B.C. Teachers' Federation and the B.C. Public School Employers' Association.

This letter is without prejudice and precedent to any other school district and/or any other school year.

This letter shall be in effect until June 30, 2004 at which time it will expire.

Date: May 7, 2004



For the Local



For the Board



For the BCTF



For the BCPSEA


SCHOOL DISTRICT 54 (BULKLEY VALLEY)

Workforce Adjustment Plan (Teachers) 2004

A. Plan Eligibility

This plan is offered to any teacher who:

1. Is 55 years old or older as of August 31, 2004, and
2. Has been employed with School District 54 (Bulkley Valley) for a minimum of 25 years, and
3. Currently holds a continuing appointment and assignment, and
4. Is prepared to resign from the school district effective June 30, 2004 and retires under the Teachers Pension Plan effective July 1, 2004

B. Plan Details

1. The plan will provide payment of a maximum of \$5,000 to each eligible applicant with a 1.0 FTE assignment. For those whose current assignment is less than 1.0 FTE, the amount will be pro-rated in accordance with their average FTE worked during the most recent 5 years of their current FTE, whichever is greater.
2. The Board has limited the total amount paid out under this plan to \$25,000.
3. If there are more than 5 approved applicants, the \$25,000 will be divided equally among the applicants.
4. The incentive will be paid to the applicant in a way to be determined by the applicant.
5. Successful applicants will not be eligible to work as a teacher on a continuing or temporary appointment for a minimum of 1 year.
6. Applicants must commit to retirement effective June 30, 2004.

C. Applications

1. Applications to this plan will be received, in writing, until 3:00 p.m. Monday, May 10, 2004. Apply to Elaine Sabo, Secretary Treasurer.

D. Important Considerations

1. Applicants are advised to seek independent advice from their union and/or financial advisor regarding participation in this plan.

This plan is without prejudice and is intended for this year only and does not imply a commitment to the future.

Workforce Adjustment Plan (Teachers) 2004

The Board of School Trustees in agreement with the Bulkley Valley Teachers Union has agreed to support the renewal of the teaching workforce and provide an exit from the profession for long service employees.

Attached are the criteria for eligibility and details of the plan.

If you wish to participate in the plan and meet all of the criteria outlined in the plan, please sign and date and return to the Board Office no later than 3:00 p.m. Monday, May 10, 2004.

Signature

Date

Name (Please Print)