L-APPENDIX A

COCHRANE-IROQUOIS FALLS, BLACK RIVER-MATHESON BOARD OF EDUCATION

Gratuity Plan

Where entitled pursuant to the Collective Agreement, an employee shall receive a retirement gratuity upon retiring at the age of 65, or a gratuity upon leaving the Board in good standing after eight (8) or more years of continuous service based on the following:

(a) An employee leaving the Board in good standing is one who has not been discharged for cause or resigned without proper notification to the Board.

(b) The Cochrane-Iroquois Falls, Black River-Matheson Board of Education shall pay up to one half (1/2) year's salary (average salary over the prior six (6) months at time of retirement) to an employee who has accumulated two hundred (200) days and has been employed for a maximum of twenty-five (25) years.

(c) The number of years' service required for maximum retirement gratuity shall be twenty-five (25) years.

(d) If an employee has been in the service of the Board for over eight (8) years and under twenty-five (25), gratuity shall be proportionate; e.g. If an employee was with the Board for fifteen (15) years and had two hundred (200) days accumulated, he would receive 15/25 of his average six (6) months salary at time of leaving employ.

(e) The following formula shall be used to calculate the amount of the gratuity:

$$G = \frac{N}{T} \times \frac{S}{1} \times \frac{V}{M}$$

Where G = the amount of gratuity
N = the number of days of sick leave credit accumulated
P = the maximum possible accumulation (200 days)
S = the average salary last six months at retirement
V = the number of years of service with the Board
M = the number of years of service required for maximum retirement gratuity.

In the event of death of any employee, either before or after retirement but before receiving the benefits herein provided, such benefits shall be paid or transferred to the beneficiary, and failing designation in writing of a beneficiary by the employee it shall be paid to the estate.

e.g.
- Employee with 15 years' service retiring in good standing.
- Average six months' salary at time of retirement - $3,000.
- Sick Leave Credits – 200 days.

$$\frac{200}{200} \times \frac{3000}{1} \times \frac{15}{25} + \$1,800$$

(f) An employee entitled to a gratuity as calculated above shall be paid the amount of the gratuity as calculated above (G) or eighteen thousand dollars ($18,000.00) whichever is less.

Accumulated Sick Leave

33. Permanent employees who have been employed by the Board a minimum of seven (7) years at time of retirement and are at age sixty (60) or over and who have not, at any time, while in the employ of the Board, participated in the OMERS Pension Plan, will receive one-half of their accumulated sick leave as a retirement gratuity at time of retirement. Payment will be made as a lump sum or over three (3) years at the permanent employee's option with the maximum total payment being $2,000.