

EDMONTON PUBLIC SCHOOLS

May 22, 2001

TO: Board of Trustees

FROM: Trustee S. Hansen, Planning and Policy Committee  
Trustee G. Gibeault, Planning and Policy Committee  
Trustee J. Melnychuk, Planning and Policy Committee

SUBJECT: Policy and Regulation Updates – Personnel Services Part 3

ORIGINATOR: M. de Man, Department Head Designate

RESOURCE  
STAFF: Bob Holt, Veda Lastiwka, Diann Podlubny, Marie Tauber

RECOMMENDATION

1. a) That revised board policy GIA.BP Group Insurance and Pensions (Appendix I) be approved.  
b) That current board policy GIA.BP Group Insurance and Pensions be rescinded.
2. That current board regulation GJB.BR Leaves for Witness and Jury Duty (Appendix II) be rescinded.
3. That current board policy GJC.BP Illness (Appendix III) be rescinded.
4. That current board policy GLA.BP Retirement Provisions (Appendix IV) be rescinded.

\* \* \* \* \*

Rationale

The information covered in board policy GIA.BP Group Insurance and Pensions is recommended for revision. Appendix I shows the deleted sections with strikethrough markings. As collective agreements provide group insurance information for staff covered under the certificates for each local and board policy GDB.BP Terms and Conditions of Employment (Appendix V) outlines the responsibility of the board to establish, for each year, terms and conditions of employment for exempt staff, it is recommended that the section Group Insurance Plan be deleted.

It is also recommended that the section dealing with the extension of the provisions of the Local Authorities Pension Plan be deleted. With the move of the Local Authorities Pension Plan to an independent plan and the uncertainty of the plan's parameters, it would be important to make an informed decision that is consistent with the new plan. The title of the board policy would be revised to GIA.BP Pensions.

GJB.BR Leaves for Witness and Jury Duty and GJC.BP Illness are recommended for rescission. This information is covered in collective agreements and, for exempt staff, is covered by board policy GDB.BP Terms and Conditions of Employment (Appendix VI).

Copies of the collective agreements are provided to staff covered by a collective agreement and the *Employment Information* handbook is provided for exempt staff.

It is recommended that current board policy GLA.BP Retirement Provisions be rescinded. Human rights legislation protects individuals from discrimination based on age. It is not current practice to require staff to retire at age 65.

BH:dp

APPENDIX I:	GIA.BP Group Insurance and Pensions (page 3)
APPENDIX II:	GJB.BR Leaves for Witness and Jury Duty (page 4)
APPENDIX III:	GJC.BP Illness (page 5)
APPENDIX IV:	GLA.BP Retirement Provisions (page 6)
APPENDIX V:	GDB.BP Terms and Conditions of Employment (page 7)