

Agreement
Between
School District 33 (Chilliwack)
and
Chilliwack Teachers' Association

Guidelines for Deferred Salary Plan

The Deferred Salary Plan allows teachers to defer a portion of their salary for two (2) to four (4) school years in order to take a personal leave of absence for one school year with modified pay.

Eligibility

In order to participate in the Deferred Salary Plan a teacher must hold a continuing full time position and have a minimum of five years' seniority accumulated with School District No. 33 (Chilliwack).

Application

Teachers must make application in writing using the Deferred Salary Plan application form (see attachment). The completed form must be received by Human Resources no later than April 30th.

Teachers will receive written approval from Human Resources by May 31st. If approved, participation in the plan will commence September 1st.

Payment Formula

During each school year of participation prior to the leave, the teacher will receive 80% of his/her annual gross salary.

The remaining 20% of the annual gross salary will be accumulated through monthly payroll deductions, and this amount, with interest, shall be paid to the teacher during the leave of absence.

The leave of absence with modified pay may be taken in the third, fourth or fifth school year of the plan.

Participating teachers shall receive annual notice on June 30th which states the amount of the deferred salary accumulated together with interest accrued.

Health and Welfare Benefits

During the leave of absence the teacher shall continue to receive medical, extended health, group life insurance and dental benefits at the cost of the Board.

Teachers will not accrue seniority or sick leave credits during the leave of absence.

During the leave of absence, the teacher will not contribute to Teachers' Pension Plan. Buy back of pension for the year of leave will be in accordance with Teachers' Pension Plan requirements.

Withdrawal

Teachers who cease to be employed by the Board while participating in the Plan will be withdrawn from the plan and will be paid a lump sum adjustment for the monies retained by the Board plus interest earned.

Teachers who are on deferred salary leave and return to paid work as a Teacher Teaching on Call (TTOC) in the School District or any paid work during their of year deferred salary will be paid out a lump sum adjustment for the monies retained by the Board plus interest earned.

A teacher may voluntarily withdraw from the plan by indicating their intention to do so, in writing, to Human Resources. All monies retained by the Board, plus interest earned, will be paid to the teacher within 60 days of receipt of written notice of withdrawal.

Death

Should a teacher die while participating in the plan, all monies retained by the Board, plus interest earned, will be paid to the teacher's estate within 60 days of the Board receiving notification of death, and upon receipt of any necessary legal clearances and proofs normally required for payment to estates.

Plan Funding

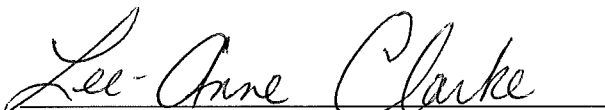
The monies retained by the Board shall be invested through Western Canada Trust under the direction of the Secretary Treasurer, or designate.

Return From Leave

Upon return from leave, a teacher shall be assigned to the same position held prior to taking the leave; however, his/her assignment may not be identical to his/her previous assignment.

After the year of deferred salary, a teacher must return to full-time work and will not be permitted to commence an additional year of leave of absence.

Signed this 30 day of March, 2017


Chilliwack Teachers' Association


School District 33 (Chilliwack)


Chilliwack Teachers' Association

School District 33 (Chilliwack)



**Chilliwack
School District**

**DEFERRED SALARY PLAN
APPLICATION**

*Please complete the top portion of this form and forward to
Human Resources by April 30th.*

In accordance with the mutually agreed upon Deferred Salary Leave Plan guidelines between the Chilliwack Teachers' Association and the school district Human Resources department, I _____ wish to apply to participate in the Deferred Salary Plan under the following terms and conditions and understand that my pay will be reduced by 20% annually for the years preceding my leave:

1. I wish to enroll in the plan commencing September 1, 20____.
2. I wish to take my leave of absence from September 1, 20____ to June 30, 20____.

Teacher's Signature

Date

For Office Use Only

Human Resources

Date

Secretary Treasurer/Designate

Date

cc Teacher Personnel File
Payroll
CTA President