

## Pre – Retirement Vacation

Pre-Retirement Vacation is part of Article 40 in the Teacher’s Collective Agreement between the Board of Management and The New Brunswick Teachers’ Federation. More specifically it is found in Article 40.07 and it allows for teachers who are close to retirement to use some of their accumulated Retirement Allowance as Pre-Retirement Vacation. However there are several guidelines around its use as follows.

### Eligibility

To take a Pre-Retirement Vacation, a teacher must be within 5 years of being eligible to retire. Usually the teacher will have an Age Service Index of 70 or higher. There is no requirement that the teacher must retire at any specific time once having used a Pre-Retirement Vacation. In fact a teacher can continue to teach for as long as they like after having taken a Pre-Retirement Vacation

### Frequency

Teachers can take up to 3 Pre-Retirement vacations in total and only one within any school year. Therefore if a teacher were to take a Pre-Retirement Vacation in the fall, they would not be permitted to take another Pre-Retirement Vacation in the spring of the same school year.

### Length of Vacation

The only limit to the number of days a teacher can use as Pre-Retirement Vacation is the number of days accumulated as Retirement Allowance. Teachers earn 5 days of salary towards their Retirement Allowance per each year of contract service to a maximum of 125 days. So if a teacher has accumulated 100 days of salary towards their Retirement Allowance then they are eligible for 100 days of Pre-Retirement Vacation. However the NBTA does not recommend the use of all accumulated days towards Retirement Allowance as Pre-Retirement Vacation. Teachers wanting more information on this should contact the NBTA Staff Officer for Teacher Welfare Services.