



**KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD**

**ADMINISTRATIVE REGULATIONS**

---

**Section: Human Resources  
Compensation**

**Regulation: COMPENSATION FOR EMPLOYEES:**

**Regulation Code: HR-2.1.1  
Policy Code Reference: HR-**

## KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

---

**Section: Human Resources  
Compensation**

**Regulation: COMPENSATION FOR EMPLOYEES:  
BENEFITS continued**

**Regulation Code: HR-2.1.1  
Policy Code Reference: HR-2.1  
Page 2**

---

Elected benefits provide extended health and dental, optional life insurance, optional spousal life insurance, and optional accidental death and dismemberment insurance. Optional life insurance and optional spousal benefits are subject to approval by the benefit carrier.

### **3. Benefits After Retirement**

- 3.1 For senior administration, principals and vice-principals, and permanent employees in the non-union Administrative and Leadership Employee Group subject to eligibility requirements as specified by the insurer, an employee who retires to pension may have access to benefits as contained in the Kawartha Pine Ridge District School Board Retiree Benefits Plan at the employee's own expense.

The retiree benefit package for senior administration, principals and vice-principals, and permanent employees in the non-union Administrative and Leadership Employee Group will include life insurance, health and dental insurance.

To maintain participation and coverage under the Collective Agreement, the retired employee must agree to participate in a preauthorized debit plan to pay the full annual premiums. The retired employee will supply the employer with a VOID cheque from the employee's bank account. Deductions will be made from the employee's account on the 15th of each month. The employer reserves the right to discontinue the participation in benefit plans for anyone should any two payments be denied for reason of insufficient funds. The employer also reserves the right to establish a separate group for employees in the non-union Administrative and Leadership Employee Group, and principals and vice-principals, as outlined above, with premiums determined on the basis of the participants in the group.

- 3.2 For employees subject to the provisions of a collective agreement, entitlement to benefits following retirement to pension will be in accordance with the terms and conditions of the appropriate collective agreement.

### **4. Benefits Obligation of the Board**

The employer's only obligation with respect to the benefits that it does not fund itself (extended health care, life insurance, long-term disability, dental coverage) is to pay its share of the premiums necessary to maintain such external benefits in force. In the case

**KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD**

---

**Section: Human Resources**

**Compensation**

**Regulation: COMPENSATION FOR EMPLOYEES:  
BENEFITS continued**

**Regulation Code: HR-2.1.1**

**Policy Code Reference: HR-2.1**