



THE BOARD OF EDUCATION OF THE
REGINA SCHOOL DIVISION
NO. 4 OF SASKATCHEWAN

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June 23, 2015

Attention: Pat Maze, President
Regina Public School Teachers' Association
375-3303 Hillsdale Street
Regina SK S4S 6W9

Dear Mr. Maze:

Re: Letter of Commitment re Retirement Gratuity, Administrative Procedure 431

The current Retirement Gratuity Administrative Procedure results in significant annual costs and long-term liabilities, which are somewhat unique to Regina Public Schools. As the result of this liability, the current Administrative Procedure has been under review.

In recognition that Regina Public Schools has the unilateral right to terminate or amend the Retirement Gratuity Administrative Procedure and that teachers who are eligible to retire in the upcoming year will be basing their plans on the best information available, this letter serves to provide a commitment that any discontinuance, changes or revisions to the Procedure will not impact the eligibility for or calculation of a gratuity for any teachers resigning for the purpose of retirement up to and including June 30, 2016.

This letter of commitment does not form part of the LINC Agreement.

Yours truly,

Ernie Cychmistruk
Interim Director of Education

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