

# **Standard Employment and Post-Retirement Contract Clauses**

This document outlines the terms and conditions for a teacher's employment and any potential post-retirement contractual engagement. These clauses are designed to be integrated into a comprehensive employment agreement.

## **Clause 1: Service Tenure and Retirement Age**

1.1 The employee's service tenure shall be deemed to commence from the date of appointment and shall continue until the employee reaches the mandatory superannuation age of 60 years.

1.2 Retirement shall be effective on the last day of the academic session in which the employee attains the age of 60 years. This is done to ensure the continuity of the academic and examination schedule.

## **Clause 2: Compensation and Annual Increments**

2.1 The employee shall be compensated with a salary as per the pay scale and regulations approved by the School Management Committee.

2.2 The employee shall receive annual salary increments in accordance with the policies and rules of the School Management Committee, up to the date of their superannuation at the age of 60.

## **Clause 3: Post-Retirement Engagement (Contractual Basis)**

3.1 In the event of a need for continued services of the employee beyond the age of 60, the School Management Committee, at its sole discretion, may offer a post-retirement contract. This is a discretionary option, not a guaranteed right.

3.2 The terms of the post-retirement contract, including the tenure, duties, and compensation, will be determined exclusively by the School Management Committee. This includes the decision regarding the base salary, allowances, and any other benefits.

3.3 The engagement of a retired employee on a contract basis shall not be considered an extension of their regular service tenure. The contract shall be a distinct and separate agreement from the prior employment terms.

## **Clause 4: No Increments During Contractual Service**

4.1 For any post-retirement contract, the salary and compensation will be fixed for the duration of the contract as per the terms agreed upon with the School Management Committee.

4.2 The employee shall not be entitled to any annual salary increments, promotions, or other benefits that are typically associated with a permanent employee's service during this contractual period. The fixed remuneration for the contractual service shall be determined at the time of the offer.

### **Clause 5: Acknowledgment and Consent**

5.1 The employee, by signing this agreement, acknowledges and agrees to the terms and conditions set forth herein, including those pertaining to retirement, compensation, and any potential post-retirement contractual engagement.

5.2 The employee understands that the terms of any post-retirement contract are subject to the needs and discretion of the School Management Committee and are not subject to the same terms and conditions as their regular, full-time employment.