



Administrative Procedure 5040

Employee Long Service Recognition

Board Governance Policy Cross Reference: [1](#), [14](#)
Administrative Procedures Cross Reference:
Form Cross Reference:

Legal/Regulatory Reference:

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The Brandon School Division acknowledges the importance of an “Employee Service Recognition Program” for its employees. Such recognition shall include long service for all employees with the Division commencing at 15 years of service and recognition for all employees leaving the employ of the Division having more than 15 years of service.

An employee with fifteen (15) years of service and over shall be recognized as follows:

I. Long Service Recognition

A social event shall be held annually to which any employee with 15 years of service or more and his/her guest will be invited. Such employee shall be recognized as follows:

- at 15 years – a “15 year” pin
- at 20 years – a “20 year” pin
- at 25 years – a “25 year” pin
- at 30 years – a “30 year” pin
- and 5 year intervals thereafter – an engraved gift, with the recipient to be provided with a choice from three gifts made available.

The years completed is calculated as of the end of June. Unpaid leave is not recognized for service. A year of service is September to June for 10 month employees and July to June for 12 month employees.

II. Leaving the Employ of the Division:

An employee leaving the Division and having more than 15 years of service shall be recognized as follows:

- 15 to 24 years – dinner and an engraved gift, with the recipient to be provided with a choice from three gifts in Category A gifts made available.

- 25 years and over – dinner and an engraved gift, with the recipient to be provided with a choice from three gifts in Category B gifts made available.

Years of service shall be defined as total years of employment with the Division. Unpaid leaves of absence in excess of 6 months shall be excluded from the calculation of total years of services on a half-year basis. An employee will only receive recognition on one occasion.

NOTICE OF RESIGNATION OR RETIREMENT

For the purpose of calculating years of service when an employee leaves the Division, notices of resignation or retirement must be provided to the Office of Human Resources no later than April 30 to be invited to the event of that year. Notices received after April 30 will be invited to the next annual event.

An employee leaving the Brandon School Division shall receive an appropriate letter of appreciation for service to the Division.