

Article IX.A.1.q.      Employment Separation Benefits

A.      Retirement

Granite District does not have a mandatory retirement age.

Upon retirement under provisions of the Utah State Retirement Act, contract employees will be paid one-half of one percent of the final contract salary, times the number of years of service in the District in a contract position.

Eligible contract employees who retire early under the provisions of the Utah State retirement system may receive early retirement benefits according to the District's early retirement incentive programs. (See Administrative Memoranda 56, 71, 74, and 78.)

B.      Purchasing Retirement Credit

The following purchasing policy of Granite School District is intended to satisfy the requirements provided for in Utah Code 49-3-410 (§410) for the purchase of service credit. It should be interpreted in such a fashion as to satisfy the requirements of said section:

1.      The District will purchase 95% (or such lesser amount as provided below) of the cost of the available early retirement credit that is available for all of its terminating eligible employees, as further defined below.
2.      To be an "eligible employee", the employee must:
  - a.      satisfy the requirements of §410;
  - b.      be an employee participating in the Utah Public Employees Noncontributory System;
  - c.      satisfy, after the purchase of the credit, the minimum retirement eligibility of said Utah system;
  - d.      retire immediately following the purchase of the credit and agree with the District that such employee is not eligible for rehire by the District following the purchase of the credits;
  - e.      pay that percentage of the cost of the available early retirement credit for the employee which is not paid by the District; and
  - f.      have satisfied the eligibility requirements for participation in the early retirement program provided in Administrative Memorandum 56 (teachers) and 74 (Administrators and Middle Management).
3.      The percentage of "available early retirement credit" which will be purchased by the District is that maximum amount of credit (but not more than 95%) which

may be purchased for such employee pursuant to §410, but limited so as not to exceed the amount of any district retirement benefits available to an eligible individual including any early retirement incentive payments pursuant to the Administrative Memoranda.

4. This purchasing policy as provided above shall be administered in a nondiscriminatory fashion based upon the above provided participation standards.
5. The District reserves the right to amend and modify this purchasing policy at any time.

C. District Welfare Association of Employees

Full-time contract employees may enroll for a \$5 membership in the Welfare Association of Employees of the Granite Board of Education.

When an employee who is a member dies, a payroll deduction of \$5 is taken from the salaries of all other members, and the total amount is given to the beneficiary of the deceased. Deaths occurring during June, July, or August will have a payroll deduction in September, including deductions from new members who were not enrolled at time of death.

Employees must enroll for membership during the first four years of their employment in the District, after which the privilege to join is withdrawn or when an open enrollment period is declared by the Welfare Association committee.

Employees on short-term disability may continue their participation in the Welfare Association if they make special arrangements with the business administrator/ treasurer.

D. Additional Benefit in Case of Death

A death benefit equal to 20 days pay will be given to the beneficiary of each regular contract employee who dies while employed by the District.

Such beneficiary shall be the same as designated on the employee's most current group insurance application or enrollment card on file in the District insurance office, unless the employee has on file in the District insurance office a notarized notice specifically designating the beneficiary for this benefit.

E. Term Life Insurance

Contract employees are covered by term life insurance equal to the employee's current annual salary rounded to the next higher thousand dollars purchased by the District on a group basis. Contract employees who retire early will continue to be covered by term life insurance under the District's early retirement incentive programs. (See Administrative Memoranda Nos. 56, 71, 74, and 78.) Additional details regarding this program are available from the insurance office.

Because actuarial studies show a higher life insurance risk past age 65, the District's life insurance coverage for employees over 65 will be adjusted.

Employees working beyond their 65th birthday should be aware that all life insurance benefits under this program are reduced according to the following schedule:

<b>Employee Age</b>	<b>Amount of Life Insurance reduces to:</b>
65	65%
70	45%
75	30%
80	20%
85	15%
90	10%