



NEBO SCHOOL DISTRICT BOARD OF EDUCATION POLICIES AND PROCEDURES

SECTION: G – Employees
POLICY TITLE: Employee Retirement Eligibility
FILE NO.: GCPC
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TABLE OF CONTENTS

1. PURPOSE AND PHILOSOPHY
 2. EMPLOYEE ELIGIBILITY
-

1. PURPOSE AND PHILOSOPHY

Nebo School District participates in the Utah Public Employees' Retirement System. Eligibility for participation and benefits is determined by Utah Retirement System (URS) guidelines implemented pursuant to the Utah State Retirement and Insurance Benefit Act, Utah Code Ann., Title 49 (the Act).

2. EMPLOYEE ELIGIBILITY

2.1. Employees are eligible for retirement benefits under the Act if they meet at least one of the following criteria:

2.1.1. Their employment, contemplated to continue during a fiscal or calendar year, normally requires an average of 20 hours or more per week and they receive at least one of the benefits approved by the Retirement Board. Because the District has elected to cover dual employment, all eligible hours worked in two or more positions by a single employee are considered in determining eligibility.

2.1.2. They are certified employees who are employed half time or more and receive any benefit approved by the State Retirement Board.

2.1.3. They are classified employees hired before July 1, 2013: (a) who met the eligibility requirements in effect on June 30, 2013, (b) whose employment with the District has been continuous, and (c) whose employment has continued to normally require an average of 20 hours or more per week.

2.2. All others, including members of the Board of Education, are not eligible for retirement benefits.

EXHIBITS

None

REFERENCES

Utah State Retirement and Insurance Benefit Act, Utah Code Ann., Title 49.
URS Employer's Guide

FORMS

None
