



POST-EMPLOYMENT BENEFITS – SUPPORT STAFF

Benefit Eligibility

District employees are eligible for post-employment benefits based on their age and years of service to the District. The District retains the right to change, alter or modify retirement benefits and eligibility requirements at its sole discretion.

Educational Assistant Staff

- I. Payable Upon Retirement or Disability: An employee who terminates employment with the district due to retirement or total disability shall be entitled to receive a severance benefit of one hundred dollars (\$100.00), provided that said employee has been employed by the district for at least five (5) years. An employee who has been employed by the district for at least ten (10) years shall be entitled to receive a severance benefit of two hundred dollars (\$200.00) plus an additional ten dollars (\$10.00) for each year of service in excess of ten (10) years, upon termination for one of the reasons set forth above.
- II. Payable Upon Death: In the event of the death of an employee, the severance benefit shall be paid to his/her estate, based upon the service requirement set forth in Section I above.
- III. Full-Time Service Only: Only years of full-time employment (i.e., years in which the employee was regularly scheduled to work seven (7) or more hours per day) shall be counted in determining eligibility for the severance benefit, but all such years, whether consecutive or not, shall be counted.

The entire retirement plan may be amended or discontinued by the District at the District's sole discretion.