

## Section 10 – Post-Employment Benefits

### Post-Employment Benefits

For purposes of this “Post-Employment Benefits” section, should an employee pass away during active employment or after retirement, but before the full benefit has been received, and meet all other eligibility criteria for retirement, the spouse/domestic partner\* or qualifying dependents will remain eligible for retirement benefits.

*\*Domestic Partners shall be eligible for benefits under an employee’s District post-employment insurance plan only if allowed by state and federal law at the time of the employee’s death.*

1. For Non- Bus Drivers

Upon termination, except for dismissal for cause, an employee who is at least 55 years of age shall receive the following for each accumulated paid leave hour:

<u>Years of continuous service</u>	<u>Payout</u>
After fifteen (15) years	\$ 5.00 per hour
After twenty (20) years	\$ 7.50 per hour
After twenty-five (25) years	\$10.00 per hour

If the amount owed to the employee is \$1,500 or less, the employee will be paid cash on the September 15 following retirement. If the amount owed to the employee is greater than \$1,500, the employee will be paid cash in two equal payments on September 15 of each of the years following retirement.

2. For Bus Drivers

Upon termination without regard to age, except for dismissal for cause, shall receive the following for each accumulated paid leave hour:

<u>Years of continuous service</u>	<u>Payout</u>
After six (6) years	\$ 5.00 per hour
After ten (10) years	\$ 7.50 per hour
After fourteen (14) years	\$10.00 per hour

If the amount owed to the employee is \$1,500 or less, the employee will be paid cash on the September 15 following retirement. If the amount owed to the employee is greater than \$1,500, the employee will be paid cash in two equal payments on September 15 of each of the years following retirement.

3. If the retired employee dies prior to using all of the cash available within his/her account, the remaining money will be sent to the employee’s estate.