



NEBO SCHOOL DISTRICT BOARD OF EDUCATION POLICIES AND PROCEDURES

SECTION: G – Employees
POLICY TITLE: Employee Retirement Eligibility
FILE NO.: GCPC
DATED: June 12, 2024

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1. PURPOSE AND PHILOSOPHY

Nebo School District participates in retirement systems under the [Utah State Retirement and Insurance Benefit Act, UTAH CODE ANN. Title 49](#) (the Act). Employee eligibility for retirement benefits is determined by Utah Retirement Systems (URS) guidelines implemented pursuant to 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.

2.1.3.1. Classified employees who meet the criteria set forth in subsection 2.1.3 are eligible for retirement benefits as described so long as they continue:

2.1.3.1.1. in the same position,

2.1.3.1.2. for the same number of hours, and

2.1.3.1.3. at the same location.

2.1.3.2. If any or all of these conditions change due to a decision made by the District, the classified employee will maintain their current retirement benefit status.

2.1.3.3. If any or all of these conditions change due to a decision made by the employee, the employee will lose their retirement benefit status unless they are hired on full benefit status in another position.

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 Guide](#)

FORMS

None

HISTORY

Revised: 12 June 2024 – added clarification for grandfathered classified employees who change positions.
Repealed and Replaced: 10 June 2015.
Adopted: 8 November 1995.
