



On Retirement, Lane Changes, Job Assignments

...Marlene Irons, WEA President

What does our contract say?



If you are considering some of these benefits, please watch for time-sensitive deadlines.

12.1 DATE OF RETIREMENT

Teachers may retire upon reaching eligibility certified by the Utah Retirement Systems or when health, performance or other factors advise.

State retirement guidelines provide that any participant in the retirement system may retire beginning at age 65 with 4 years of service, age 62 with ten (10) years of service, age 60 with twenty (20) years of service, any age with twenty-five (25) years of service with full actuarial age reduction, and any age with 30 years of service.

12.2 EARLY RETIREMENT

In order to be eligible for benefits, a teacher must begin employment in the Weber District ten years prior to their first year of early retirement benefits. Teachers who complete thirty years of service under the Utah Retirement systems but have not attained the age of 61 shall also be eligible for early retirement under this policy.

Upon qualified retirement the teacher

may choose between up to ten (10) years of Health and Accident base plan premium for an individual or up to seven (7) years of base plan premium for family coverage. This benefit will discontinue when the retiree becomes eligible to receive Medicare benefits.

.... The District retains the right to modify insurance coverage; however, the district will pay insurance premiums for retirees on the same terms and conditions they are paid for current district employees.

A. Teachers who are eligible for benefits under this policy, by December 31 in the year they desire to retire and are eligible for retirement under the Utah State Retirement will be given the following scale of benefits:

- Age 61 or before - 20% of final years salary for 4 years.
- Age 62 - 17% of final years salary for 3 years.
- Age 63 - 15% of final years salary for 2 years.
- Age 64 - 13% of final years salary for 1 year.

To receive the early retirement incentive during the first year of retirement the teacher shall:

No later than April 1st present to the Superintendent a statement of tentative intent to retire along with a request for the early retirement incentive.

On or before **April 15th** complete the retirement process by signing separation papers. If a teacher retires before the age of 61 with 30 or more years of service

they will receive 20% of their salary for 4 years.

Payment of these benefits will occur on **October 1** of each year and will be paid into a Tax Shelter Annuity (TSA) account in the name of the employee as stipulated by an agreement between the teacher and the Human Resources Department.

B. Benefits of this **early retirement incentive program provided by the district are independent of the Utah Retirement Systems.**

3.3.1 LANE CHANGES

.... f. Teachers intending to apply for lane changes will indicate such intent on the re-employment questionnaire.

...Official documentation supporting a request to change placement on the salary schedule must be received in the Human Resources Office no later than the 15th day of each month, September through April...

4.1 ASSIGNMENT OF PROFESSIONAL PERSONNEL

The basic consideration in the assignment of professional personnel in the District and/or school is the well-being of the program of instruction. The appropriateness of the assignment will have a significant impact on the morale of the professional staff and the effectiveness of the total educational program. **It is the policy of the District that instructional personnel be assigned on the basis of their qualifications, the needs of the District and/or school, and their expressed desires.** When it is not possible to meet all three conditions, **personnel shall be assigned first in accordance with the needs of the District and/or school**, second where the administration feels the teacher is most qualified to serve, third as to expressed preference of the teacher.