

Clarification of Continuing Health Insurance

The Board of Education of Granite School District does hereby approve of the following clarification regarding continuing health insurance provided to former employees who remain eligible for district health insurance benefits under their respective compensation agreements with the Board.

1. That the former employees' Post-Retirement health insurance eligibility with Granite School District shall not end solely by virtue of a short-term employment relationship with another employer, provided that the employment is both intended to be, and actually is, temporary in nature. Temporary employment shall be defined as employment of no greater than 9 months.
2. Eligibility to participate in the district's health insurance program shall end in the event the retired employee or employee's spouse accepts employment outside of the district at any time after the employee's Retirement in a benefits-eligible position, which (1) offers comparable health insurance; and (2) is either (a) for an indefinite term with no fixed end date; or (b) is for a fixed term of greater than 9 months.
3. In furtherance of the intent of this provision, which is to allow for consulting or other employment of a short-term nature without loss of district health insurance benefits, but not continuous employment in benefits-eligible positions, periods of temporary employment in benefits-eligible positions shall be separated by at least six months.

This clarification shall not be construed to affect any other term of any agreement between Board and its prior employees who remain eligible to participate in the district's health insurance program.

Duly approved by the Board of Education at a meeting held on the 18th of October, 2022.

Karyn Winder
Board President

Todd Hauber
Business Administrator