

POLICY 3045

Retirement: Social Security, Purchase of Insurance & Credit Years

A. The Board shall not require the retirement of any employee on the basis of age except pursuant to a valid district retirement program.

[29 U.S.C. § 623\(a\), \(f\)](#)

B. Every district employee is also covered by the federal Social Security system to the extent provided for by law.

C. The Box Elder School District will allow any employee, qualifying for benefits under the district's retirement policies, to purchase additional years of health insurance coverage according to and within the limits of the following:

1. The retiring employee may purchase health insurance until the employee becomes eligible for Medicare.
2. To be eligible to participate as a retiree, the retiree must have fully participated in the District's health insurance program for five (5) years immediately preceding retirement.
3. Payment for health insurance must be prepaid prior to the anniversary date of insurance coverage for any given year.
4. The decision to purchase additional years of health insurance must be made on or before the date the employee retires.
5. Provision of additional years of health insurance will commence immediately upon the completion of any years of coverage under the District's retirement policies.
6. The retiree will be responsible to pay his/her share of the health insurance premium at the same rate charged to the District by the insurance carrier as an active employee.
7. Failure of the retired employee to submit payment for premiums will result in cancellation of all health insurance coverage held by the retired employee, and the rights to coverage under this policy will be terminated.

- D. The Box Elder School District will allow any employees to purchase additional retirement credit in conformity with the provisions of [Utah Code § 49-12-409](#) and [Utah Code § 49-13-408](#) and applicable administrative rules and policies of the Utah State Retirement Office.
- E. Purchase of retirement credit under this policy shall only be for benefits provided under the Utah State Retirement System. Retirement credit purchased under this policy shall not affect benefits due a retiring employee under the Box Elder School District retirement incentives or benefits plans or policies.
- F. The Box Elder School District will not budget or appropriate funds for or toward the purchase of retirement credit for any individual employee. Individual employees may apply any compensation due that employee as of the date of the retirement toward the purchase of such retirement credit.