

**MILFORD SCHOOL DISTRICT
Milford, Delaware 19963**

POLICY

4317

DEATH BENEFIT FOR EMPLOYEES

The Milford School District will make the following payment(s) to the employee's estate in the event of the death of an employee:

1. Regular salary owed to the employee at time of death.
2. Accrued vacation leave paid at the per diem rate of the regular gross annual salary at the date of death, if applicable.
3. Accrued sick leave paid in accordance with 14 Del. Code §1318(g) at the per diem rate of the regular gross annual salary.

The District may also pay to the employee's estate a sum equal to twenty (20) days' pay at the per diem rate of the regular gross annual salary for the contract year during which death occurs.

Eligible employees are personnel in pension creditable positions. Certain personnel, although not actively engaged in district responsibilities during summer months, are considered to be under contractual obligation to the district and would, therefore, qualify for this benefit unless ineligible to receive this benefit based on the criteria listed in this policy.

Newly employed personnel in pension creditable positions will qualify for this benefit ninety (90) calendar days following the employee's first day performing assigned duties in such position.

The following would not be eligible for this benefit:

- a. Substitutes
- b. Employees in non-pension creditable positions, including those only holding limited contracts
- c. Personnel whose death occurs after an official resignation or retirement date
- d. Personnel whose death occurs after the last work day of a contract when the employee has received notification that their contract will not be renewed for the next school year

In the event of a local or national disaster or for any other valid reason, the Milford School District Board of Education may refrain from payment of this benefit. The enactment of this policy in no way constitutes a contractual agreement between the District and its employees.

ADOPTED: 11/17/69;
AMENDED: 12/15/69; 07/18/77; 12/15/25
NEXT REVIEW DUE: November 2030