

**School District #62 (Sooke)**

<b>DEATH BENEFIT FOR EXCLUDED EMPLOYEES</b>	No.: E-139
	Effective: Feb. 9/82 Revised: May 14/91; Oct. 25/05; Jan. 26/21; Nov. 26/24 Reviewed: Dec. 1/20; Dec. 15/20; Jan. 26/21; Oct. 1/24; Oct. 22/24; Nov. 26/24

**SCHOOL BOARD POLICY**

This policy applies to all excluded/non-unionized employees including Executive Officers, Principals and Vice-Principals and exempt employees.

In the event of a permanent/continuing excluded employee who, at the time of death, was employed by the Board continuously for at least six (6) months, the Board shall pay one month's salary to the estate of the deceased.

To ensure that this benefit is not duplicated for the same estate, this policy will not apply if the employee has Death Benefits coverage as part of their employment contract or Collective Agreement.

This payment is in addition to any amount earned by the deceased up to the date on which they were last employed by the Board.