

# Alsea School District 7J

Code: **GCBC/GDBC**  
Adopted: 2/09/94  
Readopted: 7/12/10; 1/13/16  
Orig. Code(s): GDBC

## Associated Payroll Costs

The Board shall pay insurance premiums for district employees according to relevant collective bargaining agreements.

The district will honor the ability of a district employee to elect dependent insurance coverage for all eligible dependents. Employees will be liable for any tax liability that may arise from this coverage. Such insurance will be provided and notice given in compliance with any rules of the carrier regarding domestic partner benefits, current relevant collective bargaining agreement, Board policy and state and federal law.

All classified personnel contracted for half-time or more per day will be eligible for coverage under district-provided insurance programs.

District employees will cease to be eligible for district-paid insurance programs the last day of the calendar month in which eligible employment is terminated.

Employees eligible for insurance benefits at the close of the school year and who have been rehired by the district for eligible employment the following school year will be considered eligible during the interim.

END OF POLICY

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### Legal Reference(s):

[ORS 332.507](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2006).  
Employee Retirement Income Security Act of 1974, 29 U.S. C. §§ 1001-1461.  
Tanner v. OHSU, 157 Or. App. 502 (1998).