

**Clackamas Education
Service District**

Code: **GCBCA/GDBCA**
Adopted: 5/15/02
Readopted: 05/20/09
Orig. Code(s): 2550

Continuation Coverage Health Benefits

It is the policy of CESD to extend the benefit of continuation coverage of health benefits to eligible employees and dependents in accordance with federal and state law.

Coverage under this policy shall be identical to that provided to all other members of the employees' group plan.

Eligible employees must notify CESD within a 60 day period from the date of retirement, termination, reduction in hours, or layoff that the employee chooses to continue the CESD-sponsored health plan.

Premiums for continuation coverage will normally be paid by the employee. Payment may be no more than 102 percent of the actual cost of coverage for the first 18 months. For certain employees eligible for coverage from 18 months up to 29 months, payment may be no more than 150 percent of the actual cost of the coverage. The superintendent or designee will designate the deadline for payment reaching the business office.

Former employees covered by continuation coverage are responsible for notifying CESD when such coverage is no longer needed or if the necessity of moving to an individual plan occurs, whichever is sooner.

END OF POLICY

Legal Reference(s):

[ORS 743.600](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, 42 U.S.C. §§ 300bb-1 - 300bb-8 (2006).
Tanner v. OHSU, 157 Or. App. 502 (1998).