

Corbett School District 39

Code: **GCBC/GDBC**
Adopted: 1/20/88
Readopted: 5/21/98
Orig. Code(s): GCBC/GDBC

Continuation Coverage Health Benefits

The Board may, at its discretion, pay insurance premiums for district employees. Such insurance will be provided in compliance with the current collective bargaining contract.

When insurance premiums are paid at district expense, the carrier will be selected by the Board. Selection will be made annually with consideration given to service, cost and the program provided.

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

School 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 at the close of the school year who have been rehired by the district for eligible employment the following school year will be considered eligible during the interim. Employees who have resigned shall lose their eligibility effective at the time of the resignation.

In keeping with federal and state legislation, the district will extend the benefit of "continuation coverage" health insurance to all employees eligible under the law.

Coverage under this policy will be identical to that provided to other employees in like employment positions. Premiums for continuation coverage will normally be paid by the employee. Payment may be no more than 102% 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% of the actual cost of the coverage. The Board will designate the deadline for payment reaching the business office.

Eligible employees must notify the district within the district within a sixty day period from the date of retirement, termination, reduction in hours or reduction in force that they choose to continue with the district sponsored health plan. Premiums for continuation coverage will be paid by the employee.

Those former employees covered by continuation coverage are responsible for notifying the district 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, as amended, 42 U.S.C. Sections 300bb-1 - 300bb-8.
Tanner v. Oregon Health Sciences University, 157 Or App 502 (1998).