

Elkton School District 34

Code: **GCBC**
Adopted: 8/10/98

Fringe Benefits – Licensed

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

When insurance is provided 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.

In keeping with Federal and State statues, the Elkton School 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.

Eligible employees must notify the district within a sixty (60) day period from the date of retirement, non-extension, non-renewal, termination, reduction in hours or layoff 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 of the necessity of moving to an individual plan occurs, whichever is sooner.

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.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, as amended, 29 U.S.C. 1161-1169.

Tax Reform Act of 1986, 29 U.S.C. Sections 1001-1461.

Tanner v. Oregon Health Sciences University, 157 Or App 502 (1998).