

**Grant County
Education Service District**

Code: **DLB**
Adopted: 5/26/98
Readopted: 5/26/09
Orig. Code(s): 2530; 2540; 3540; 3530;
4530; 4540

Salary Deductions

Salary Deduction – Involuntary

Employees under this series shall be subject to payroll deductions in accordance with state and federal regulations where applicable.

All employees of the ESD shall be subject to payroll deductions in accordance with state and federal regulations where applicable.

Salary Deductions – Voluntary

The Board agrees to provide certain health, medical and insurance benefits to regular employees as defined by contract.

The Board agrees to provide certain health, medical and dental insurance benefits to regular employees of the district at the unit rate.

Regular employees are defined herein as any employee of the ESD whose conditions of employment require full-time service of 20 hours or more per week to the district on a 12 month basis, or at least 8 consecutive months when such employees are contracted for less than 12 months. Employees whose employment with the district is temporary, part-time or otherwise conditional or as provided under ORS 342.815 (9) shall ordinarily not be considered as regular employees.

The Board agrees to provide certain health, medical and insurance benefits to noncontracted/classified full-time employees (those working 20 hours or more per week). The district's contribution to such employee benefits shall be no less than 100 percent of the single monthly rate for such health, medical and insurance benefits and payroll deductions for any extended coverage is authorized at the employee's expense. Employees whose employment with the district is temporary, part-time or otherwise conditional shall ordinarily not be considered for the benefits herein provided.

END OF POLICY

Legal Reference(s):

[ORS 243.650\(10\)](#), (16)
[ORS 243.666](#)

[ORS 334.125\(5\)](#)
[ORS 652.110](#)

[ORS 652.120](#)
[ORS 652.610](#)

I.R.C. §403 (2006).
29 C.F.R. § 541.603 (2004).