

Grant County Education Service District

Code: **GCBC/GDBC**
Adopted: Unknown

Health Insurance Program

The Board may, at its discretion, pay insurance premiums for district employees. The district will honor the ability of a district employee to elect dependent insurance coverage for properly documented same sex domestic partner and an opposite sex domestic partner. 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.

To be eligible for an employer contribution toward insurance premiums employees must be assigned to work on a regular basis a minimum of twenty-one (21) hours a week. The employer's contribution toward insurance premiums shall be pro-rated based on the employees' full-time equivalent (FTE). For example: an employee who is regularly scheduled to work 25 hours a week is a 62.5 FTE (hours scheduled (25) divided by standard work week (40)).

The district may make the following insurance programs available to eligible employees: medical, dental, vision, life, long-term disability, short-term disability.

Employees will be eligible for coverage under the district's insurance program effective the first of the month following his/her beginning of work with the district.

The district's contribution toward insurance premiums shall cease for participating licensed and classified employees at the end of the month following his/her last date of employment. For licensed employees who leave the district but have worked the full term of his/her yearly contract the district's contribution toward the insurance premiums shall continue until the end of the term of the employee's contract.

END OF POLICY

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).