

**Harney County  
School District 3**

Code: **GCBC**  
Adopted: 5/11/99  
Readopted: 4/09/13  
Orig. Code(s): GCBC

**Associated Payroll Costs - Licensed**

The Board may, at its discretion, provide insurance for district employees. Such insurance will be provided in compliance with any current collective bargaining contract, Board policy and state and federal law.

Employees eligible for insurance benefits at the close of the school year and who have been rehired by the district for eligible employment the following school year will be considered eligible during the interim.

END OF POLICY

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**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).