

**Harney County
School District 3**

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

Continuation Coverage Health Benefits

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 shall be identical to that provided to the employee at the time of the employee’s separation from the district or reduction in hours.

Eligible employees must notify the district within a 60-day period from the date of retirement, termination, reduction in hours or layoff that they choose to continue the district-sponsored health plan.

Premiums for continuation coverage will be paid by the employee. Payment may be no more than 102 percent 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 percent of the actual cost of the coverage. The Board will designate the deadline for payment reaching the business office.

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 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).