

**Harney County  
School District 3**

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

**Associated Payroll Costs – Classified**

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

District employees will cease to be eligible for district-paid insurance programs the last day of the calendar month in which eligible employment is terminated.

Employees eligible at the close of the school year who have been rehired for eligible employment the following school year will be considered eligible during the interim. Employees who have resigned shall lose district-paid insurance programs effective at the time of resignation.

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).