

**Harney Education
Service District**

Code: **GCBC**
Adopted: 6/11/03
Readopted: 2/13/13
Orig. Code(s): GCBC

Associated Payroll Costs

Eligibility for Health Insurance

New employees shall be advised of medical and dental insurance benefits and shall become eligible for such benefits on the first day of the calendar month following receipt of such employee's first payroll check, except when such employees submit, in writing, a statement of refusal to participate.

Regular half-time employees of the ESD shall be eligible for one-half of the subscriber rate of any medical and dental insurance benefits the Board may provide. Half-time employee is defined herein as any employee whose service to the ESD is provided for the equivalent of 4/8 or more of the workday if employed in the ESD office and 3/6 or more of the workday if employed as an aide in a classroom.

Failure to Qualify

Employees will be removed from the group receiving such benefits at the end of the month in which they fail to qualify as a regular or half-time employee or become ineligible by reason of termination of employment, retirement, expiration of authorized leave of absence or other causes.

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).