

**Harney Education
Service District**

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

Associated Payroll Costs - Classified

The Board may, at its discretion, provide insurance for ESD employees. Such insurance will be provided in compliance with the current Board policy. When insurance is provided at ESD expense, the carrier will be selected by the Board. Selection will be made annually with consideration given to service, cost and the program provided.

All classified personnel employed for half-time or more will be eligible for coverage under ESD-provided insurance programs. Coverage will be prorated.

ESD employees will cease to be eligible for ESD-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 ESD-paid insurance programs effective at the time of resignation.

Part-time employees of the ESD whose services are required for at least 20 hours per week shall be eligible for one-half of the medical and dental insurance benefits the Board may provide.

New noncontracted employees shall be advised of such 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.

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 full-time employee 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):

Consolidated Omnibus Budget Reconciliation Act of 1985, 42 U.S.C. §§ 300bb-1 - 300bb-8 (2006).
Employee Retirement Income Security Act of 1974, 29 U.S. C. §§ 1001-1461 (2006).