

Helix School District 1R

Code: **GCBC**
Adopted: 1/8/97
Orig. Code(s): None

Continuation Coverage Health Benefits

In keeping with federal and state legislation, 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 reduction in force that they choose to continue the District-sponsored health plan.

Premiums for continuation coverage will normally be paid by the employee. The superintendent/principal 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, as amended, 29 U.S.C. 1161-1169.

Tax Reform Act of 1986, 29 U.S.C. Sections 1001-1461.

Tanner v. Oregon Health Sciences University, 157 Or App 502 (1998).