

# Lake County School District 7

Code: **GCBC/GDBC**  
Adopted: 10/27/08  
Readopted: 3/28/11  
Orig. Code(s): GCBC/GDBC

## Associated Payroll Costs\*

The Board shall pay insurance premiums for district employees according to relevant collective bargaining agreements.

The district will honor the ability of a district employee to elect dependent insurance coverage for all eligible dependents except opposite sex domestic partners. Employees will be liable for any tax or PERS liability that may arise from this coverage. Such insurance will be provided and notice given in compliance with any rules of the carrier regarding domestic partner benefits, current relevant collective bargaining agreement, Board policy and state and federal law.

Employees eligible for insurance benefits at the close of the school year and who have been rehired by the district for eligible employment the following school year will be considered eligible during the interim.

An employee, based on insurance provider policy, may opt out of insurance coverage provided by the district.

The superintendent will develop administrative regulations, as necessary, to implement this policy.

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).