

# Lane Education Service District Policy

Code: **GCBC/GDBC**  
Adopted: 4/26/94  
Revised/Readopted: 9/25/01  
Orig. Code(s): GCBC/GDBC

## **Continuation Coverage Health Benefits**

In keeping with federal and state legislation, Lane ESD will extend the benefit of “continuation coverage” health insurance to all employees eligible under the law.

Coverage under this policy shall be comparable to that provided to all other members of the employees’ group plan.

Eligible employees must notify the ESD within a 60-day period from the date of termination, reduction in hours or reduction in force that the employee chooses to continue the ESD-sponsored health plan.

Premiums for continuation coverage will normally be paid by the employee. Payment may be no more than 102 percent of the actual cost of coverage for the first 18 months. For certain employees eligible for coverage from 18 months up to 36 months, payment may be no more than 150 percent of the actual cost of the coverage.

Former employees covered by continuation coverage are responsible for notifying the ESD when such coverage is no longer needed or when they convert to an individual plan, providing these events occur prior to the expiration of their period of eligibility.

END OF POLICY

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Legal Reference(s):

[ORS 332.507](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, P.L. 99-272, Title X, Section 10003, 100 Stat. 232.  
Tax Reform Act of 1986, 29 U.S.C. Sections 1001-1461.  
Tanner v. Oregon Health Sciences University, 157 Or App 502 (1998).