

# North Marion School District 15

Code: **GDBC**  
Adopted: 10/10/94

## **Associated Payroll Costs - Classified**

The Board shall pay insurance premiums for district employees. Such insurance will be provided in compliance with the current collective bargaining contract.

When insurance is provided at district 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 contracted for half-time or more per day per 185 days a year will be eligible for coverage under district-provided insurance programs.

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

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).

### **Cross Reference:**

GCBC/GDBC - Continuation Coverage Health Benefits