

Oakland School District 1

Code: **GCBC/GDBC**
Adopted: 04/28/87
Readopted: 12/16/97
Orig. Code(s): 6266

Continuation Coverage Health Benefits

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

Coverage under this policy will be identical to that provided to other employees in like employment positions.

Eligible employees must notify the district within a 60-day period from the date of retirement, termination, reduction in hours or layoff that they choose to continue with the district-sponsored health plan. Premiums for continuation coverage must be paid in advance by the employee. Premium payments must reach the district office no later than the 25th day of the preceding month for coverage to continue into the next month.

Premiums for continuation coverage will normally be paid by the employee. Payment may be no more than 102% of the actual cost of coverage for the first 18 months. For certain employees eligible for coverage from 18 months up to 29 months, payment may be no more than 150% of the actual cost of the coverage.

Those former employees covered by continuation coverage are responsible for notifying the district when such coverage is no longer needed.

END OF POLICY

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).