

Springfield School District 19

Code: **GCBCA/GDBCA**
Adopted: 3/17/05
Readopted: 4/23/07
Orig. Code(s): GCBCA/GDBCA

Continuation Coverage Health Benefits

In keeping with federal and state law, the district will extend the benefit of continuation coverage health insurance to employees and dependents covered by the district group health plan.

Coverage under this policy shall not exceed that provided to the employee at the time of the employee's separation from the district or reduction in hours unless the employee selects reduced benefit level to reduce premium cost. The district will inform eligible employees of continuation coverage within 14 days of their last day of coverage.

Eligible employees must notify the district within a 60-day period from the date of notification that they choose to continue with the district-sponsored health plan. In the case of an employee who takes early retirement, the Board may negotiate to "pick up" the cost of that person's health insurance for a specified time in accordance with collective bargaining agreements.

Premiums for continuation coverage will normally be paid by the employee. Payment may be no more than 102 percent (150 percent for additional disability coverage) of the actual cost of coverage. Payment for insurance coverage must reach the insurance office by the first day of each month for that month's coverage. Participants in continuation coverage are responsible for notifying the district when such coverage is no longer needed, or they are no longer eligible for coverage whichever is sooner. Insurance coverage is dropped if payment is not received by the first day of the month.

END OF POLICY

Legal Reference(s):

[ORS 743.600](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, 42 U.S.C. §§ 300bb-1 - 300bb-8 (2006).
Tanner v. OHSU, 157 Or. App. 502 (1998).