

Willamina School District 30J

Code: **GCBCA/GDBCA**
Adopted: 1/09/89
Readopted: 3/14/05
Orig. Code(s): GCBC/GDBC-AR

Continuation Coverage Health Benefits

In keeping with recent 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 reduction in force that they choose to continue with the district sponsored health plan. In the case of an employee who takes early retirement, the Board may choose to “pick up” the cost of that person’s health insurance for a specified time.

Premiums for continuation coverage will normally be paid by the employee. Payment may be no more than 102% of the actual cost of coverage. The Board will designate the deadline for payment reaching the business office.

Those former employees covered by continuation coverage are responsible for notifying the district when such coverage is no longer needed, or of the necessity of moving to an individual plan occurs, whichever is sooner.

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).