

Willamina School District 30J

Code: **GCBC/GDBC**
Adopted: 1/09/89
Readopted: 3/14/05; 4/09/18
Orig. Code(s): 2301.5

Associated Payroll Costs

The Board may, at its discretion, provide insurance for school district employees. Such insurance will be provided in compliance with any rules of the carrier regarding benefits, the current collective bargaining contract, Board policy and state and federal law.

All licensed personnel contracted for half-time or more hours per day will be eligible for coverage under district-provided insurance programs.

Employees eligible for insurance benefits at the close of the school year and who have been rehired by the district for eligible employment of the following school year will be considered eligible during the interim.

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. However, employees who are leaving may continue insurance coverage by self-paying as set forth in law.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2012).

Employee Retirement Income Security Act of 1974, 29 U.S.C. §§ 1001-1461 (2012).

Tanner v. OHSU, 157 Or. App. 502 (1998).