

**South Coast Education
Service District**

Code: **GCBCA/GDBCA**
Adopted: 11/18/97
Readopted: 4/10/07
Reviewed: 8/2/17
Orig. Code(s): GCBC/GDBC

Continuation Coverage Health Benefits

Medical and disability insurance premiums shall be paid for full-time employees during the period of employment. Neither medical nor disability premiums shall be paid by the district for any month in which the employee receives no pay unless the employee is on Family Medical Leave (FMLA/OFLA). Payment of insurance premiums by the ESD for any employee shall be discontinued with termination of employment. While on unpaid leave of absence for a period of up to 90 days, or on an educational leave of absence for up to 12 months, or in exceptional cases at the superintendent's discretion, the employee may continue the same benefit level and dependency status currently provided by the ESD at the employee's expense. It shall be required that premiums are paid by the employee to the ESD before the end of each month for the succeeding month.

Employees who elect to continue coverage must pay a monthly premium of no more than 102 percent of the cost of the coverage. (This cost includes any portion normally paid by regular employees.) The law requires employers to notify employees and spouses of their right to continue coverage when they first become covered under the group plan. Special notification to employees and spouses is required when a plan first becomes subject to the law. An additional individual notification of the right to continue coverage must be provided when an employee, spouse or dependent actually becomes eligible for continuation.

The continuation provisions of federal law require employers to offer to continue group health insurance coverage for terminating employees (voluntary and involuntary) and their spouses and dependents for up to 18 months. It also requires employers to offer continuation for up to 36 months to spouses who become widowed, divorced or legally separated, to dependent children who cease to qualify under the general rules of the policy and to spouses and children who would otherwise lose eligibility because of an employee's eligibility for Medicare.

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).