

Gervais School District 1

Code: **GDB**
Adopted: Unknown
Revised/Readopted: 12/20/90, 7/15/93,
10/17/02

Associated Payroll Costs - Classified

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

When insurance is provided at district expense, the carrier will be selected by the Board. Selection will be made annually with consideration given to service, cost and the program provided.

All classified personnel contracted for half-time or more per day per 190 days a year will be eligible for coverage under district-provided insurance programs.

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.

Employees eligible at the close of the school year who have been rehired for eligible employment the following school year will be considered eligible during the interim. Employees who have resigned shall lose district-paid insurance programs effective at the time of resignation.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, P.L. 99-272, Title X, Section 10003, 100 Stat. 232.

Tax Reform Act of 1986, 29 U.S.C. Sections 1001-1461.

Tanner v. Oregon Health Sciences University, 157 Or App 502 (1998).