

Bandon School District 54

Code: GCBC/GDBC

Adopted: 8/13/90

CONTINUATION COVERAGE HEALTH BENEFITS

In keeping with federal and state legislation, the Bandon School District #54 will extend the benefit of "continuation coverage" health insurance to all employees eligible under the law.

Coverage under this policy shall be identical to that provided to the employee at the time of the employee's separation from the district or reduction in hours.

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 the district-sponsored health plan. Premiums for continuation coverage will be paid by the employee.

Premiums for continuation coverage will normally be paid by the employee. Payment may be no more than 102% of the actual cost of coverage for the first eighteen (18) months. For certain employees eligible for coverage from 18 months up to 29 months, payment may be no more than 150% of the actual cost of the coverage. The Board will designate the deadline for payment reaching the business office.

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

END OF POLICY

Legal References:

ORS 743.600

ORS 743.880

Consolidated Omnibus Budget Reconciliation Act of 1985, P.L. 99-272, Title X, Section 10003, 100 Stat. 232 (West 1987)

Tax Reform Act of 1986, P.L. 99-514, Title XVIII, Section 1895(d), 100 Stat 2931 (West 1987)

Omnibus Budget Reconciliation Act of 1989, P.L. 101-239, Title VI, Subtitle E, Sections 6701-6702, 103 Stat. 2294 (West 1990)