

Bandon School District 54

Code: GCBC/GDBC
Adopted: 8/08/22

Associated Payroll Costs

The Board shall pay insurance premiums for district employees according to relevant collective bargaining agreements.

The district will honor the ability of a district employee to elect dependent insurance coverage for all eligible dependents. Employees will be liable for any tax liability that may arise from this coverage. Such insurance will be provided and notice given in compliance with any rules of the carrier regarding benefits, current relevant collective bargaining agreement, Board policy and state and federal law.

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

An employee may opt out of insurance coverage provided by the district.

The superintendent will develop administrative regulations, as necessary, to implement this policy.

END OF POLICY

Legal Reference(s):

[ORS 659A.030](#)

[OAR 111-010-0015\(3\), \(15\)](#)

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).