District Paid Insurance Coverage

District paid insurance coverage for employees will begin the first day of the month after a complete payroll is run on the individual. If an employee is not full-time, their insurance will be prorated as per the working agreement.

District paid insurance coverage for any person leaving the employment of the district shall end on the last day of the month or the date specified on the insurance contract, following the month in which the employee receives his/her final check., except for those teachers who retire under the provisions of Article 24 of the current agreement between the Lincoln County Education Association and the Lincoln County School District Board of Directors.

District-paid insurance coverage for any employee on an unpaid leave of absence, other than an OFLA. or FMLA leave, or PLO shall end on the last day of the month in which the unpaid leave begins, and will be reinstated on the first of the month immediately following the employee's return to work.

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 year will be considered eligible during the interim.

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

END OF POLICY

Legal Reference(s):

ORS 332.507

Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2006).
Employee Retirement Income Security Act of 1974, 29 U.S. C. §§ 1001-1461.
Tanner v. OHSU, 157 Or. App. 502 (1998).