Parkrose School District 3

ASSOCIATED PAYROLL COSTS

The Board may, at its discretion, and in accordance with the contracted agreement pay insurance premiums for district employees. Such insurance will be provided and notice given in compliance with any rules of the carrier regarding domestic partner benefits, current relevant collective bargaining agreements, 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.

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

END OF POLICY

Legal References:

OAR 332.507

Consolidated Omnibus Budget Reconciliation Act of 1985, as amended, 29 U.S.C. 1161-1169.
Tax Reform Act of 1986, 29 U.S.C. Sections 1001-1461.
Tanner v. Oregon Health Sciences University, 157 Or App 502 (1998).

ASSOCIATED PAYROLL COSTS: DOMESTICE PARTNERS

Parkrose School District employees with same sex domestic partners are eligible to enroll those partners in district provided medical, dental and vision insurance plans. Any applicable rules by the IRS are enforced and those benefits are considered taxable income to the employee.

These insurance premiums are paid according to the contract agreement the employee is covered within.

Children of the domestic partner are not eligible for coverage under these plans.

END OF POLICY

48   17.8   Any amount of premium for OEBB plans not covered by the amount
49   allocated from District contributions shall be paid by the member through
50   payroll deduction.
51

52   17.9   District contribution amounts may not be taken as salary payments.
53

54   17.10 Bargaining unit members who are contracted by the District for less than
55   full-time service shall be included in the allocation of insurance dollars only
56   if eligible to participate in OEBB insurance plans.
57

58   17.11 The District shall provide Section 125 plans (A and B) for use by
59   employees.
60

61   17.12 *(Move this above to 17.11)* Effective October 1, 2008, bargaining unit
62   members shall pay the cost of the Long-Term Disability (LTD) insurance
63   and life insurance premium for $30,000 coverage for all members through
64   a payroll deduction *through OEBB prescribed plans*.
65

66   17.13 *Other voluntary plans will be offered to employees at their own expense*
67   *as approved by the Board of Directors. District contributions cannot be*
68   *used for any voluntary plans.*
69

70   17.14 PERS retired employees employed by the District will not be eligible for
71   any District contributions except those provided under Article 16
72   (Retirement Benefits). Employees retiring from the District shall have the
73   option to continue insurance coverage, as required by State statute.
74

75   17.15 Coverage for new employees will commence as provided by OEBB.
76

77   17.16 If employment is terminated or an employee goes on leave of absence
78   without pay prior to the end of the school year, the District's payment of
79   premiums for the employee's coverage shall cease as of the last day of
80   the month in which the employee's earned benefits expire, except as
81   otherwise required by state/federal law. If an employee's employment is
82   terminated between the end of the school year and the beginning of the
83   ensuing year, the District's contribution towards premium costs shall
84   continue through the month of September.
85
86
our practice is this

87   17.17 Domestic Partners
88   For all purposes within this Agreement, the terms "spouse" and "family
89   member" shall include same-sex domestic partners. "Domestic partners"
90   of an employee are eligible for district insurance coverage, as defined
91   under the provisions of the Oregon Educator Benefits Board (OEBB) and
92   District policy/administrative rule.
93

94   17.18 If there is no succeeding contract at the time of this contract expiration, the