

**OLYMPIC ESD 114 BOARD POLICY  
EMPLOYEE BENEFITS**

**POLICY 5190**

Health care and other benefit programs shall be made available to eligible Olympic ESD 114 (OESD) employees in accordance with state law and available resources. Benefits will be available to employees based on eligibility guidelines established by the Washington State Health Care Authority and OESD procedures.

Continuation coverage for OESD sponsored group health plans will be made available to employees in compliance with the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

**Legal Reference:**

RCW 28.310.230

RCW 28A.400.240 Deferred compensation plan for school district or educational service district employees.

RCW 28A.400.250 Tax Deferred Annuities

RCW 41.05 State Health Care Authority

WAC 182-08 Public Employees Benefits Board eligibility and benefits

WAC 182-12 Eligible and Non-Eligible Employees

WAC 182-12-131 – Maintaining Employer Contribution

Date Adopted: October 20, 1988

Revised: October 22, 1992; October 17, 1996, October 18, 2007, May 15, 2008

Renumbered: January 21, 2016, from 3190

Revised: January 17, 2019