

## New Hire FAQ's:

### **Which Employees Are Eligible For Benefits?**

Full-time Employees who work 20 hours a week or more for the regularly scheduled work period (12 months or 10 month school year). An employee's benefits terminate the first day after the first full month of no pay. Ambulatory aides are not eligible for benefits.

### **What Qualifies As A Dependent?**

- Spouse and Civil Unions
- A newborn child is covered for 60 days from the date of birth. To continue coverage beyond this initial period, the newborn child must be enrolled within the initial 60 day period.
- To continue coverage for a handicapped child evidence of the child's incapacity and dependency must be provided to the carrier at least 31 days prior to the termination of coverage.
- **Medical** and **Prescription** coverage for young adults will end when the employee's coverage ends or the **end of the month** in which age **26** is attained.
- **Dental** coverage for dependent children (subject to age limitations). Children include step-children, adopted children, and foster children, provided such children are dependent upon the employee for support and maintenance. Eligible children are covered from Age **2** until Age **23**. The Dependent's coverage will end when the employee's coverage ends or on the last day of the benefit month in which the dependent fails to meet the definition of a dependent, or in the case of an unmarried child, on the last day of the calendar year during which the termination age of **23** is reached.

### **What Is The Waiting Period?**

- Medical, Dental, and Prescription Coverage - 1st of the month following 60 days of employment.
- Coverage will be effective immediately for 10 month employees with a start date of September 1st.