

Eligibility for group medical insurance will be based on the terms and conditions identified by contract. In addition, it will be recognized that while any insurance company carries this group, such company may establish eligibility rules concerning initial entry to the group by any individual. Any enrollment in employee group insurance will be governed by all applicable state and/or federal regulatory requirements.

Where the District self-funds any part of its group health insurance program, the following minimum eligibility requirements will apply:

- Employees must enroll within the first 30 days of employment or show proof of a qualifying event.
- Individual coverage may be converted to two person or family within 30 days of marriage with proof of the qualifying event.

Student dependents over the age of 19 will be carried as eligible dependents on the dental plan for the entire school year if enrolled as a full time student for that school year up to age 25. Documentation of full time student status must be provided each semester to the dental carrier for students to remain covered.

Effective 7/1/11, dependents over the age of 19 will be covered up to age 26 on group health plans under the Affordable Care Act, regardless of student status.

Employees who do not participate in a school-sponsored health plan or who carry single coverage may, with documentation of a qualifying event, join the plan or increase coverage to include dependents within 30 days following the loss or reduction of health coverage held by a spouse. To be eligible for retirement health benefits, an employee must meet the length of service and age criteria to be eligible to receive state or teacher retirement benefits, although the employee need not be a retirement system member. Additional District service eligibility requirements may apply as per current negotiated agreements. The spouse of a retired employee carries the same eligibility privileges as the retired employee. In the event of the death of an active employee who is eligible for health benefits as a retiree, the spouse of that employee will have the same health insurance eligibility as the spouse of a retired employee.

Other eligibility requirements recommended by the plan administrator, recommended by the Insurance Committee and adopted by the Board, may be adopted and printed in literature describing specific health plans.

District contributions toward employee premium costs will be as stated in applicable current negotiated agreements or individual contracts with the district.