

Benefit Eligibility and Waiting Periods				
EE Group	Eligibility Threshold	Health Effective Date of Coverage	Dental Effective Date of Coverage	Life Effective Date of Coverage
Administrator	Health = 17.5 hrs/wk or more Dental = 30 hrs/wk or more Life = 30 hrs/wk or more	1st of the month following start date*	1st of the month following start date	1st of the month following start date
Bus Driver	Health = 17.5 hrs/wk or more Dental = 30 hrs/wk or more Life = 30 hrs/wk or more	1st of the month following start date*	1st of the month following 90 workdays	1st of the month following 90 workdays
Food Service	Health = 17.5 hrs/wk or more Life = 30 hrs/wk or more	1st of the month following start date*	No	1st of the month following 61st workday
Office Personnel	Health = 17.5 hrs/wk or more Dental = 30 hrs/wk or more Life = 30 hrs/wk or more	1st of the month following start date*	1st of the month following start date	1st of the month following start date
NonUnion	Health = 17.5 hrs/wk or more Dental = 30 hrs/wk or more Life = 30 hrs/wk or more	1st of the month following start date*	1st of the month following start date	1st of the month following start date
Paraeducator	Health = 17.5 hrs/wk or more Dental = 30 hrs/wk or more Life = 30 hrs/wk or more	1st of the month following start date*	1st mo following 1 year of employment	1st of the month following 45 workdays
Property Services	Health = 17.5 hrs/wk or more Dental = 30 hrs/wk or more Life = 30 hrs/wk or more	1st of the month following start date*	1st of the month following 90 workdays	1st of the month following 90 workdays
Teacher	Health = 17.5 hrs/wk or more Dental = .5 FTE or higher Life = .5 FTE or higher	1st of the month following start date*	1st of the month following start date	1st of the month following start date
Technology Support	Health = 17.5 hrs/wk or more Dental = 30 hrs/wk or more Life = 30 hrs/wk or more	1st of the month following start date*	1st of the month following 90 workdays	1st of the month following 90 workdays
Start date = the date an employee reports to work				
* Health Insurance Effective Date of Coverage				
If forms are signed and submitted on a day dated the 1st - 15th of the month, coverage is effective the first day of the following month.				
Example: Form submitted on January 10, 2023 - Effective date of Coverage is February 1, 2023				
If forms are signed and submitted on or after the 16th of the month, coverage is effective the first day of the next month after 30 days of employment.				
Example: Form submitted on January 28, 2023 - Effective date of coverage is March 1, 2023				