

ELIGIBILITY CHART

Benefits Eligibility and Waiting Periods				
Union Group	Eligibility Threshold	Health Insurance Effective Date of Coverage	Dental Insurance Effective Date of Coverage	Life Insurance Effective Date of Coverage
Administrator (BAA)	Health = 17.5 hrs/wk - 30hrs/we Health = 30 hrs/we or more Dental & 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*
Teacher (BEA)	Health = 17.5 hrs/wk - 30hrs/we Health = 30 hrs/we or more Dental & 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*
Non-Union	Health = 17.5 hrs/wk - 30hrs/we Health = 30 hrs/we or more Dental & 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*
Behavioral Interventionist Occupational Therapist Paraeducators Physical Therapist SAP Counselor (BEA Support Staff)	Health = 17.5 hrs/wk - 30hrs/we Health = 30 hrs/we or more Dental & Life = 17.5 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 Food Service Office Personnel Property Services Information Tech (AFSCME)	Health = 17.5 hrs/wk - 30hrs/we Health = 30 hrs/we or more Dental & Life = 17.5 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

* **Health Insurance Effective Date of Coverage:** Forms 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, 2027 - Effective date of Coverage is February 1, 2027**
Forms 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, 2027 - Effective date of coverage is March 1, 2027

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courageous people. Join the journey!