

# ELK GROVE UNIFIED SCHOOL DISTRICT

## Medical, Dental & Vision Benefits



### Mid-Year Changes

- Employees may enroll in or add /remove dependents to Medical, Dental & Vision benefits **within 60 days of a qualifying event**
  - Supporting documents must be provided and are subject to insurance carrier approval
- Type of qualifying events:
  - Marriage or domestic partner registration
  - Divorce
  - Newborn addition
    - Newborn is covered under the Subscriber until the end of the birth month. Enrollment forms must be completed within 60 days of birth to continue coverage.
  - Adoption
  - Acquire guardianship of a child
  - Open enrollment period for spouse/domestic partner
  - Significant cost change
  - Significant curtailment of coverage
  - Coverage change of spouse/domestic partner or dependent under another employer's plan
  - HIPAA special enrollment rights
  - Entitlement to Medicare or Medicaid
  - A COBRA qualifying event
  - Loss of other coverage (hardship)