

Southampton Board of Education

New Hire FAQ's:

Who is Eligible For Benefits?

Eligible Employees: Full time staff members working at least 30 hours per week for both 12 month and 10 month employees.

Who Qualifies As A Dependent?

Dependents

- Spouse.
- 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.

When Does Coverage End For Dependents?

Medical– Coverage for young adults is effective until the **end of the month** in which age **26** is attained.

Prescription – Coverage for young adults is effective until the **end of the month** in which age 26 is attained.

Dental coverage for dependent Children is effective until the **end of the calendar month** in which age **19** is attained, unless enrolled as a full-time student (to age 23). Coverage for full-time students ends the last day of the calendar month they turn 23.

Waiting Period

September 1st date of hire- no waiting period

All others- 1st of the month following two months of employment