Dependents

Effective July 1, 2011, eligible dependent children may remain on the TSD plan until age 26.

Effective 7/1/2013, we will require employees to provide proof of dependency for any dependent that is added at open enrollment or under a HIPAA qualifying event. The acceptable documentation will include: Marriage Certificate, Civil Union Certificate, Common Law Affidavit, Birth Certificate and Adoption Certificate.

Definition of Eligible Dependent:
Eligible dependents under the insurance plan are a covered employee's lawful spouse, partner under a civil union decree and child/ren under the age of 26. Both married and unmarried children qualify for coverage. Children with special needs might be covered beyond the age of 26 provided they meet specific criteria. Dependent children include: natural born, blood related child; step-child; foster child; legally adopted child; child placed in the employee's legal guardianship by court order; or a child placed with the employee for the purpose of adoption and for which the employee has a legal obligation to provide full or partial support.

At the time a dependent loses eligibility, coverage terminates and the individual is eligible for COBRA.

Newly acquired dependents – dependents may be added to the employee’s insurance within 30 days of the qualifying life changing event, i.e., marriage, birth, adoption, etc. by completing a new CEBT Enrollment/Change form with the dependent’s information and a Section 125 Verification/election form indicating the change to be made and the reason for the change.

Birth of Child - the baby is covered under the employee’s insurance, for up to 30 days if no other insurance is in effect.

If the employee elects dependent coverage, the baby must be added to the employee’s insurance within 30 days of birth by completing a new CEBT Enrollment/Change form with the dependent’s information as well as the Section 125 Verification/election form indicating the change to be made and the reason for the change. If the baby is not discharged with the member, he or she incurs a separate deductible.

Other - Dependents currently enrolled in COBRA with a separate entity are eligible to come on to the district’s insurance coverage only when newly acquired, during the open enrollment period, or when the COBRA coverage expires.

Please Find the Below Forms on Insurance Homepage (Insurance Benefits Forms):
- CEBT Enrollment/Change Card
- Kaiser Enrollment Card (contact Insurance Benefit Specialist)
- Affidavit for Dependent Eligibility (to add dependent and/or spouse)
- Section 125 Flexible Benefit Plan Change Verification/Election Form

Human Resource Department Contact

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