

New Hire Benefits Enrollment Overview

Welcome to Team TPS! Below you will find a quick reference on eligibility, timing and process for enrolling in TPS medical, dental, vision and other voluntary benefits.

Who is eligible for benefits?

Employees who work more than 20 hours per week are eligible for benefits on the first day of the month following their start date.

Is there a deadline to enroll?

Employees must enroll in or waive TPS/OMES/EGID benefits within the first 30 days of their start date. Benefits-eligible employees who work 30 or more hours per week must take action and either enroll in or waive TPS/OMES/EGID benefits within the first 30 days of their start date. Those employees who take no action and do not enroll or waive TPS/OMES/EGID benefits will be automatically waive benefits.

When are my benefits effective?

Benefits are effective the first of the month following your start date and will remain in effect until December 31, unless you experience a qualifying life event and need to change your coverage. For additional information on changing coverage, please visit the “Change my benefits” section on (place web site here)

Depending on the date of enrollment, premium deductions and TPS/OMES/EGID Benefit Credit contributions may not appear on your first paycheck. If deduction/credits do not appear on your first paycheck, there will be a double deduction/credit on your next paycheck. Benefits are effective the first of the month following your start date, regardless of when deductions/credits appear on your paycheck.

When is the next opportunity to enroll or change benefits plans?

TPS/OMES/EGID Annual Benefits Open Enrollment takes place the first three weeks in October. Open Enrollment is the one time each year when employee elect benefits for the following year, which starts on January 1. Stay tuned for communication Benefits for information on what actions you will need to take during the Open Enrollment window.

Does TPS contribute to the cost of benefits?

TPS/OMES/EGID contribute in the following ways: Benefit Credits on medical and dental plans.

Will I still receive my Benefits Credits if I waive TPS benefits?

Most employees must enroll in a TPS/OMES/EGID major medical plan to receive Benefit Credits. If you waive TPS/OMES/EGID coverage, you are eligible to receive another type of Benefit Credit.

Still have questions?

Contact Benefits at benefits@tulaschools.org or 918-746-6394