

**EMPLOYEE BENEFITS**

Puget Sound Educational Service District's (PSESD) benefit allocation shall be commensurate with legislation appropriation toward the premium for coverage under any approved dental/vision and optional medical for full-time employees. A pro-rated amount shall be paid for part-time employees.

Newly eligible employees must enroll during the first 31 days of employment. Benefits will begin the first of the month following hire date or status change. For employees separating from the agency, benefits will end on the last day of the month in which employment or benefit eligibility ends.

Family dental and vision are mandatory for all employees and the cost is deducted from the benefit allocation. The remainder of the allocation may be applied towards PSESD medical benefit coverage.

Benefits can be extended to Domestic Partners provided a declaration of Domestic Partnership is registered with the Human Resources & Organizational Development Department.

Changes in insurance coverage and the addition of dependents may take place during annual open enrollment. Mid-year plan changes are allowed based on applicable qualifying events, e.g., birth or placement of child, marriage, divorce, etc.

For represented employees covered by School Employee Benefit Board (SEBB) benefits, see the Health Care Authority website for eligibility details.

Adopted: September 1980  
Revised: July 9, 1986  
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