



## Benefits coverage effective date

| Month of Hire or Rehire* | Effective Date for Medical, Dental, Vision, Health Savings Account, Flexible Spending Accounts, Life, and Disability Coverage | First Paycheck Deduction for Medical, Dental, Vision, and Voluntary Life Coverage | First Paycheck Deduction for Health Savings Account and Flexible Spending Accounts |
|--------------------------|---|---|--|
| January                  | March 1   | End of February   | End of March   |
| February                 | April 1   | End of March  | End of April   |
| March                    | May 1   | End of April  | End of May   |
| April                    | June 1  | End of May  | End of June  |
| May                      | July 1  | End of June   | End of July  |
| June                     | August 1  | End of July   | End of August  |
| July                     | September 1   | End of August   | End of September   |
| August                   | October 1   | End of September  | End of October   |
| September                | November 1  | End of October  | End of November  |
| October                  | December 1  | End of November   | End of December  |
| November                 | January 1   | End of December   | End of January   |
| December                 | February 1  | End of January  | End of February  |

\*You may be eligible sooner if you have been rehired by Jeffco Public Schools within 26 weeks of your last day of active work and were full time at the time of termination. Contact the Employee Benefits Department for details.

### Important note

If you are transferred to a benefits-eligible position or returning from a leave of absence, you are eligible for benefits as early as the first of the following month from the date you return from leave or transferred. You will need to re-enroll or enroll in benefits.

**ATTENTION:** You only have 60 calendar days from the date you return from a leave of absence or the date you are transferred to enroll in benefits. Once your enrollment has been submitted and finalized, coverage is prospective and begins on the first of the following month.