



## BENEFIT ELIGIBILITY, EFFECTIVE DATE OF COVERAGE, AND PAYROLL DEDUCTIONS

Coverage Type	Eligibility	Effective Date of Coverage	Payroll Deductions begin
<b>Medical</b>	Must be regularly scheduled to work <b>10+ hours per week</b> . Must also work a minimum of 4 ½ months or more.	First of the month following employment date.	First paycheck following effective date of coverage.
<b>Dental, Vision and Supplemental</b>  (Critical Illness, Accident, STD/LTD, EAP, HSA, and FSA)	Must be regularly scheduled to work <b>20+ hours per week</b> . Must also work a minimum of 4 ½ months or more.	First of the month following employment date.	First paycheck following effective date of coverage.
<b>401k Retirement Account</b>	Must be at least 21 years of age to participate.  <b>(Note:</b> Employees with a temporary or seasonal status ( <i>i.e. coaches, temporary substitute teachers, and interns including Education Pioneers</i> ) are not eligible to participate.)	Enroll at any time following employment date.  <b>(Note:</b> Enrollments will take effect on a quarterly basis, <b>Dec 1, March 1, June 1, and September 1.</b> )	First paycheck following effective date of coverage.
<b>Teacher Retirement Systems of Texas</b>	This is a mandatory contribution for all employees regularly scheduled to work 20+ hours, otherwise, contributions go towards Social Security. Must also work a minimum of 4 ½ months or more.	Effective immediately.	First paycheck.