

Eligibility, Enrollment & Verification Policies

The information below outlines who is eligible and ineligible to enroll in the CSEBA benefit plans under CSEBA Board Policy and Bylaws.

ELIGIBLE DEPENDENTS	INELIGIBLE DEPENDENTS
- Legally married spouses & registered domestic partners - Children & stepchildren up to age 26 - Foster children (<i>CSEBA recommends speaking to your social worker in advance</i>) - Dependents for whom the member has been awarded legal guardianship up to age 26 - Disabled dependent children, no age limit (<i>with approval from carriers</i>)	- Grandchildren — <i>exception is Kaiser Permanente, and only if their parent is a dependent child of the employee and covered under the plan</i> - Children for whom the member has been awarded legal custody - Parents or grandparents - Ex-spouses - Domestic partners not registered with the state

Dependent Verification Requirements

The information below outlines the documentation required to verify dependent status under the Department of Labor (DOL), California Department of Insurance (CDI), and the Department of Managed Health Care (DMHC).

DEPENDENT TYPE	REQUIRED DOCUMENTATION
Legally married spouses	- Prior year federal or state tax return — <i>if you did not file the most recent tax year, the prior year can be accepted. No tax returns past 2 years will be accepted.</i> - Marriage certificate — <i>only if you are newly hired, newly married, and have not filed taxes together</i>
Registered domestic partners	- Prior year state tax return — <i>if you did not file the most recent tax year, the prior year can be accepted. No tax returns past 2 years will be accepted.</i> - Domestic Partnership Certificate issued by the State of CA — <i>only if you were newly hired, newly registered, and have not filed taxes together</i>
Children & stepchildren up to age 26	- Birth certificate — <i>stepchildren must show the spouse listed</i> - Tax return
Dependents awarded legal guardianship up to age 26	Copies of court documents awarding legal guardianship (<i>not custody</i>)
Disabled dependent children	Letter from the examining physician indicating disability is not temporary, or other proof of disability documentation. Medical carriers must approve disabled dependent children.