

Montgomery County Public Schools Employee Benefit Plan

Who is eligible for benefits?

Employees

You are eligible to enroll in the employee benefit plan if you are a permanent MCPS employee regularly scheduled to work 20 hours or more per week. If your spouse has health coverage through the MCPS employee benefit plan and you are a covered dependent, you may not enroll for coverage as an individual under the MCPS employee benefit plan.

Dependents

Eligible covered dependents must be enrolled in the same coverage in which you are enrolled.

Eligible dependents include your—

- spouse, and
- eligible children meeting the following age requirements:
 - until the end of the month in which they turn 26 for medical and prescription coverage
 - until the end of the month in which they turn 24 for dental and vision coverage
 - until September 30 following their 23rd birthday for life insurance coverage

The documentation you submit to show eligibility of a spouse or child(ren) must include, but is not limited to the following:

Spouse:

- Social Security number and
- a valid marriage certificate or current joint tax return (signed by both parties or a copy of the confirmation of electronic submission)

Newborn or Biological Children:

- Social Security number and
- valid birth certificate or valid birth registration

Stepchildren:

- Social Security number and
- valid birth certificate or valid birth registration and
- shared or joint custody agreement (court validated) up to age 18

Adopted Children, Foster Children, Children in Guardianship or Custodial Relationships:

- Social Security number and one of the following:
 - adoption documents (court validated)
 - guardianship or custody documents (court validated)
 - foster child documents (county, state, or court validated)

Learn More

More information about dependent eligibility can be found in the [Employee Benefit Summary](#).