

Blue Springs School District Employee Health Plan
Qualifying Events

An employee may make changes outside Open Enrollment if they encounter one of the following qualifying events:

- Annulment of marriage
- Cessation of COBRA or state continuation (the allowable length of continuation must be exhausted)
- Cessation of Incapacitated Children Coverage
- Change from full-time to part-time status
- Company out of business resulting in loss of coverage for spouse/dependents
- Death of employee
- Divorce or legal separation
- Employer termination of medical plan
- Employer termination of dependents' medical coverage
- Employer Termination of combined medical/dental coverage
- Employer Termination of dependents' combined medical/dental coverage
- Layoff
- Loss of Medicare or Medicaid
- Retirement of spouse
- Termination of employment (voluntary or involuntary)
- Loss of CHIP coverage (Children's Health Insurance Program)
- Dependent moving out of an HMO service area if coverage terminated for that reason and for group coverage, no other option is available under the plan
- Plan ceases to offer dependent coverage
- Loss of dependent status per plan terms
- Termination of benefit packages options, unless substitute offered
- Loss of National Health Insurance