

Montgomery County Public Schools Retiree Benefit Plan

Who is eligible for benefits?

Retirees

All retirees who were eligible for benefit coverage as active employees with MCPS are also eligible for benefit coverage through the Retiree Benefit Plan.

Retirees currently enrolled in a health plan are eligible to enroll in any of the options offered during the retiree benefit plan open enrollment. Under certain circumstances, retirees who opted to discontinue their MCPS coverage may reenroll during a future retiree open enrollment. Anyone retired on or after July 1, 1998, is eligible to enroll during a future retiree open enrollment with proof of coverage for the 12 months prior to the time period you want to enroll. If you retired on or before June 30, 1998, and did not have coverage at that time, you and your dependents are not eligible to enroll in the MCPS plan at any time.

Dependents

Dependents of anyone retired on or before June 30, 1998, who were not covered at that time are not eligible for coverage. Children may be added to your retiree benefit plan up to age 26. New spouses or qualified same sex domestic partners who were not covered as dependents at the time of your retirement **are not eligible for coverage** under the plan and may not be added after retirement. Any eligible covered dependents must be enrolled in the same coverage in which you are enrolled.

Eligible dependents include your—

- spouse,
- qualified same sex domestic partner, and
- eligible children meeting age requirements:
 - Until the end of the month in which they turn 26 for medical and prescription coverage
 - Until September 30 following their 23rd birthday for dental and vision coverage

Documentation

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

Spouse:

- Social Security number and
- marriage certificate or current joint tax return

Qualified Same Sex Domestic Partner:

- Social Security number and
- signed and notarized MCPS affidavit (available on ERSC website) plus additional documentation as required by the affidavit

Newborn or Biological Children:

- Social Security number and
- birth certificate or birth registration

Children of same sex domestic partner:

- Social Security number and
- birth certificate or birth registration and one of the following:
 - adoption papers
 - shared or joint custody agreement

Stepchildren:

- Social Security number and
- birth certificate or birth registration and one of the following:
 - adoption documents
 - shared/joint custody agreement

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

- Social Security number and one of the following:
 - adoption documents
 - guardianship/custody documents
 - foster child documents

Learn more

More information about eligibility is available in the [Retiree Benefit Plan Summary](#).