



Former Employees FAQ's

Benefits

When do my benefits end?

Type of Benefit	Ending Date
Medical*	the end of the month from your separation date
Dental*	the end of the month from your separation date
Vision*	the end of the month from your separation date
Employee Assistance Program*	the end of the month from your separation date
Cancer Plan	the end of the month from your separation date
Critical Illness	the end of the month from your separation date
Flexible Spending – Medical	the end of the month from your separation date
403b	the end of the month from your separation date
457b	the end of the month from your separation date
Whole Life Insurance	the end of the month from your separation date
Basic Life Insurance	end on the date of separation
Term Life Insurance	end on the date of separation
Disability	end on the date of separation
Hospital Indemnity	end on the date of separation
Catastrophic Sick Leave Bank	end on the date of separation
Flexible Spending Account Dependent Care	end on the date of separation

*NOTE – Summer exception for end of the month benefits **marked in red with an ***. If you complete the school year, then the benefits **marked in red with an *** will continue through August 31st. Premiums will be deducted for these months of coverage from each month's paycheck, whether you receive a payout at the end of the school year or your regular paycheck throughout the summer.

What benefits can I keep when I leave NEISD?

Benefits that you can continue through COBRA:

- ✓ Medical
- ✓ Dental
- ✓ Vision
- ✓ Employee Assistance Program
- ✓ Flexible Spending Account Medical (if you have claimed less than you have contributed)

Benefits that you can continue through Portability with the insurance company:

- ✓ Cancer
- ✓ Critical Illness
- ✓ Life insurance

(Late notification of your resignation to NEISD may preclude you from continuing your Cancer, Critical Illness, and Life Insurance benefits.)

Who should I call with benefits questions?

Call the Employee Benefits office at 210-407-0187 and speak with a Benefits Technician, 8:00 a.m. to 4:45 p.m. Central Time, week days, except for holidays.

Log on to the NEISD Employee Benefits website at <https://www.neisd.net/Page/434> to view benefits information.