1. If an employee had a 4.5 month fall semester appointment and then receives a 4.5-month spring semester appointment, the average of these two appointments (fall and spring) must be 50% or greater. The employee would be eligible for insurance at part-time rates starting in the spring semester and not retroactive back to the fall semester.

2. If an employee had 100% 4.5 month fall semester appointment, they will be covered for basic life coverage and may elect to participate in the health and dental program as a 50% part time employee. If they are re-hired at 100% for the 4.5-month spring semester, the employee becomes eligible as a full-time employee and pays the full-time insurance rate only during the spring semester. (i.e., two 4.5-month appointments at 100% rather than one 9-month appointment at 100%)

**NOTE:** Part-time employees eligible for coverage **may not** waive coverage and become a dependent on their “**state-employed**” spouse. Only those part-time employees who waived coverage and became a dependent on their state-employee spouse **prior to July 1, 2003** may continue to waive coverage.

**Informational use only.** For eligibility questions it is important to contact Human Resources Benefit Services at 438-8311 or visit our website http://www.hr.ilstu.edu/benefits/insurance/