

1. **Do I need to enroll every year?** *Yes, all active members & any eligible dependent they want covered. Enrollment is done through our website, online at www.dcue.org. Click on the Dental Tab then login to the Dental Members page.*
2. **When is the Open Enrollment window?** *Enrollment opens August 1st and closes June 1st. You need to have your enrollment and all eligible dependents listed on your online form by June 1st. (new plan year begins September 1st)*
3. **When is DCUE Dental's Plan Year?** *The plan year runs from September 1 through August 31 each year.*
4. **Is there a deadline to filing your reimbursement claims?** *Yes, the deadline for submitting claims is Noon, on October 31st every year; (for expenses incurred during the former plan year). For example, if you incurred claims on August 15th of a plan year, you would have until October 31st to submit the claims for reimbursement. Please see late filing guidelines found on the back of claim forms and in the Plan Booklet at www.dcue.org, under the Dental Tab.*
5. **Who is covered under this plan?** *Teachers, nurses and counselors with an FTE of .5 or greater and who are under the Collective Bargaining Agreement between ISD 196 and DCUE are eligible. (If your FTE is .5 - .74 see question 6)*
6. **I work part-time. Am I eligible for dental coverage?** *Those working .5 - .74 FTE are eligible by enrolling & paying ½ the monthly premium. Those working less than .5 FTE are not eligible for coverage.*
7. **I am Job Sharing. Can I still be covered by this plan?** *Yes, but you are responsible for ½ the monthly premium that the District does not pay. You will receive a Job Share Notice/Update after the District office has sent the Job Share listing to DCUE Dental.*
8. **I am a long-term substitute. Am I eligible for dental coverage?** *Teachers on .75 FTE contract or greater for more than four (4) consecutive months are considered full-time teachers for the purpose of insurance eligibility and shall qualify for ISD 196 contributions toward insurance coverage, except job share teachers shall receive the ISD 196 contribution defined in Section 15.*
9. **My spouse and I are both employed by the District under the teacher's collective bargaining agreement. Are we both covered?** *Yes, the Enrollment Form offers space for Employee #1 and Employee #2. Employee #1 is the online account you must enroll through. (Employee #1 is whose birthday comes first in the calendar year)*
10. **I was just married/had a baby, when can they be added to the plan?** *Within 60 days from date of qualifying event or at next open enrollment period.*
11. **Are my step children covered?** *Yes, your step children are covered until age 26 or upon divorce/legal separation.*
12. **My child is under age 26, and is getting married. Are they still covered?** *Yes, your child can be covered until age 26, even if they are married. The spouse and any dependent children are not eligible.*
13. **Can I be enrolled in DCUE Dental if my spouse and/or I have other dental insurance?** *Yes, if you are a District Employee who qualifies for DCUE Dental Reimbursement you can enroll yourself and all your dependents. If you have other dental coverage DCUE Dental is always considered "secondary". Any balance that is not covered by your primary dental insurance can be submitted to DCUE Dental for reimbursement.*
14. **Where do I get the Claim Forms?** *The original DCUE Dental Claim Forms are available at the DCUE office and on the dcue.org website under the Dental tab. Claim Form (A) is for Dental or Orthodontic treatment, Claim Form (B) is for Oral Surgery/Wisdom Teeth Removal treatment.*
15. **Can I file a claim for services not paid in full?** *No, treatment charges must be satisfied in full & details balancing your charges to payment(s) made are required for reimbursement request. If you have a payment plan w/ your dental office please call us to discuss.*
16. **What dentists/orthodontists are covered?** *You can be treated by any provider who is licensed in the state that they practice.*

17. **What kind of plan do I tell my dentist I have?** *You are covered under a Direct Reimbursement Plan provided by Dakota County United Educators, the union representing you.*
18. **Do I get a card? Do we have a group number?** *No, there are no cards issued because there is no group or plan number to list. The dentist DOES NOT file the claim. You pay the bill and then file the claim with all proper supporting documentation needed.*
19. **My child goes to college in another city/state. Do they need to come back to go to the dentist/orthodontist?** *No, your child may use a dentist near their school. You need to complete the necessary fields on the Claim Form(s). The student, or you, will have to pay the bill in order to file the claim. After receiving the itemized statement including payment, the Claim Form and documentation can be sent to the DCUE Dental office.*
20. **Can I use my Flexible Spending Account (FSA) or Health Savings Account (HSA) for dental costs? If so, how does that work?** *You can use an FSA/HSA for eligible expenses NOT covered by DCUE Dental or other benefit. After you are reimbursed by DCUE Dental you will be issued an EOB. Retain your DCUE Dental EOB for claim filing with your FSA/HSA. DO NOT use a benefit card to pay for treatment charges you want to submit to DCUE Dental for reimbursement.*
21. **My dentist gave me a prescription for an antibiotic because of an infection in my gums. Will I be reimbursed for it?** *DCUE does not reimburse for prescriptions. You may be able to have it covered under your medical plan. Call your medical insurance customer service office for more information.*
22. **Is Oral Surgery covered by DCUE Dental?** *Yes, we cover Oral Surgery treatment is eligible for reimbursement. You MUST submit treatment charges to your medical insurance provider first. An EOB or letter of denial from the insurance co. is required documentation to submit to DCUE Dental.*
23. **How often can I go to the dentist?** *You can go as many times/whenever you need to during a plan year. DCUE Dental has no time stipulations for coverage.*
24. **Is the \$2000 Lifetime Cap on Orthodontic treatment separate from annual maximum reimbursement?** *Yes. The lifetime maximum an individual can receive in orthodontic claim reimbursement is \$2,000. (See Appendix A, section 1.03 Annual Benefits per Individual in the Plan Booklet)*
25. **Is there an age limit on Orthodontic claim reimbursement?** *Yes. Individuals are eligible for orthodontic reimbursement until the last day of the month in which they turn 26 years old.*
26. **Is a mouth guard or occlusal guard covered?** *Yes. Mouth guards, occlusal guards, appliances, etc. customized by the dentist are an eligible expense. The reimbursement amount is based on the remaining annual benefit the individual has. Retail guards purchased over the counter that are not made for the individual are not an eligible expense. Check with your dentist that the item is not coded as an orthodontic retainer (age limit policy).*
27. **Are treatments and appliances covered for Sleep Apnea or TMJ?** *Appliances for Sleep Apnea & TMJ are eligible expenses to submit for reimbursement to DCUE Dental. (See Appendix B- Exclusions & Limitations in the Plan Booklet)*
28. **Does my family share benefit dollars?** *No. Each person has their own reimbursement money. Each individual can receive up to \$1,325 per plan year, based on a claimed amount of \$2,000, plus individuals under age 26 have the potential of \$2,000 in ortho lifetime reimbursement. (See Plan at a Glance at dcue.org, under Dental tab for tiered reimbursement scale)*
29. **Why do we have a reimbursement plan vs. dental insurance?** *The dental reimbursement plan was developed to cut the high administration fees that insurance companies charge, thus giving more back to members through plan benefits.*
30. **My employment is terminating, either voluntarily or involuntarily. Can I still keep my coverage?** *Yes, for a limited time. Once the DCUE dental office has been notified by the District office, you will be offered COBRA (See COBRA Information at dcue.org, under Dental tab)*
31. **I am retiring, can I continue on DCUE Dental's plan?** *Yes. You can choose to continue DCUE Dental coverage under COBRA, once retired. There is the option to select Single Retiree or Retiree with Dependent(s) coverage. You can stay on the plan, under COBRA, until you reach the qualifying Medicare age (65). If you already qualify for Medicare before you retire you can choose to stay on the plan for a maximum of 18 months.*