

Domestic Partnership

Historically, Young Scholars Charter School offered benefits to employee's domestic partners in order to provide equitable benefits to employees with both opposite and same-sex partners. With the 2015 Supreme Court ruling that legalized same-sex marriage, all employees are now eligible to include their same or opposite-sex spouse on benefits. As of July 1, 2017, YSCS phased out its domestic partnership policy, and all domestic partners have been removed from benefits enrollment.

Domestic Partnership

For purposes of leave and benefits other than health care benefits, a "Domestic Partnership" is a committed relationship between two individuals who:

- are each other's sole same-sex or opposite-sex domestic partner and have a committed relationship intended to be of indefinite durations
- are not married to anyone else, and, if previously married, a legal divorce or annulment has been obtained or the former spouse is deceased
- are at least eighteen (18) years old and are old enough to enter into marriage according to the laws of the State or Commonwealth in which they legally reside
- are not a member of another domestic partnership, and if previously a member of a different domestic partnership, have taken the necessary legal and other steps to terminate the relationship
- are mentally competent to enter into a contract according to the laws of the State or Commonwealth in which we reside
- are not related by blood to a degree of closeness that would prohibit legal marriage in the State or Commonwealth in which we legally reside
- reside together in the same residence and intend to do so indefinitely
- understand that as domestic partners, they are subject to the same Scholar Academies policies and guidelines in accessing and availing themselves of Scholar Academies benefit programs as other employees. For example, all employees must enroll a new domestic partner and his or her children in Scholar Academies benefit programs within thirty (30) days of the date of eligibility. Participants that are not enrolled within this time may not be enrolled until Scholar Academies' next Open Enrollment period.
- are not in this relationship for the sole purpose of obtaining benefits.
- are jointly responsible for each other's common welfare and share financial obligations; and
- file an Affidavit of Domestic partnership with Human Resources in the form and manner required by Scholar Academies, including associated evidence as required

For purposes of health care benefits, a "Domestic Partnership" is defined by the subscriber's benefits provider, and the employee must meet the eligibility and proof of interdependence requirements of that provider.

Scholar Academies will maintain the eligibility and determine the financial interdependency between the Subscriber, their Domestic Partner and dependent children. Employees adding their Domestic Partner will be required to complete and sign an Affidavit of Domestic Partnership (See Appendix 'X') in the presence of a Notary Public and submit a minimum of three documents from those listed below to substantiate their eligibility:

1. Joint mortgage or lease on place of residence
2. Joint title on motor vehicle
3. Agreement establishing joint bank or credit card account
4. Agreement with a third-party lender for joint repayment or indebtedness
5. Designation of one partner as the other's beneficiary with respect to life insurance or retirement benefits
6. A joint will, or reciprocal wills in which each partner designates the other as executor or primary beneficiary
7. Durable powers of attorney by each partner in favor of the other
8. Health care directives or living wills in which each partner gives the other the authority to make health care decisions