

A HEALTHY CHANGE IS COMING

This fall, get ready for a healthy change in how school employees receive benefits. Instead of getting health insurance through a school district, educational service district, or charter school, eligible school employees working in Washington State will get benefits through the School Employees Benefits Board (SEBB) Program. The first annual open enrollment will take place October 1 through November 15, 2019. Benefits begin January 1, 2020.

Here's what that means for you

If your employer anticipates you will work at least 630 hours during the 2019–20 school year, you will be eligible for SEBB Program benefits. That's about 17.5 hours a week during a typical 10-month school year.

Lots of coverage options*

SEBB Program benefits include:

- Medical insurance
- Dental insurance
- Vision insurance
- Basic life and accidental death and dismemberment (AD&D) insurance
- Basic long-term disability (LTD) insurance
- Medical Flexible Spending Arrangement (FSA)
- Dependent Care Assistance Program (DCAP)

Eligible employees can also buy supplemental life, AD&D, and LTD insurance to increase their coverage.

Coverage is affordable

If you're eligible, you can enroll yourself, your spouse or state-registered domestic partner, and your children at an affordable cost. The monthly premium for medical coverage for eligible dependents will be no more than three times the cost of employee-only coverage.

- You will pay a monthly premium for medical coverage.
- You will not pay premiums for dental, vision, basic life and AD&D, or basic LTD coverage.
- You will be responsible for out-of-pocket health care costs, including deductibles, copays, and any additional fees.

Quality health coverage

The SEBB Program is developing a robust portfolio of plan options, so you can select coverage that fits your lifestyle, budget, and health care needs. We anticipate school employees will have three to seven medical plans with a variety of carriers to choose from.

Everyone's treated the same

All eligible school employees get the same benefit options, with some geographic variations. That means everyone — superintendents, teachers, custodians, principals, bus drivers, paraeducators, cafeteria workers, nurses, librarians — expected to work at least 630 hours from September 2019 to August 2020 will be eligible, and will pay the same premiums, by tier, for the same medical plans offered in their service area.

Continued

* Final benefit offerings are subject to legislative funding and final decisions by the SEB Board this summer.

SCHOOL EMPLOYEES BENEFITS BOARD PROGRAM

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Washington State
Health Care Authority

SCHOOL EMPLOYEES BENEFITS BOARD

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More information on the way

We know you have questions. Because this new program is still under construction, we don't have all the answers yet. But we will keep you informed as things develop.

In June, we'll mail a newsletter with more details about what to expect as we gear up for the first open enrollment this fall.

In September, we'll mail school employees who are likely to meet eligibility requirements an enrollment packet, which will contain all the information needed to make benefit elections during the first annual open enrollment, October 1 through November 15.

The enrollment packet will have details about the exact plans, insurance carriers, plan costs, plans available by county, how to find out if your providers are in network, and how to enroll yourself (if you're eligible) and your eligible dependents.

A lot of information is already available on our webpages, which we continue to update as new information is available.

- hca.wa.gov/sebb-employee
- hca.wa.gov/sebb-faq
- hca.wa.gov/sebb-factsheets

Welcome to the SEBB family

As the administrators of the SEBB Program, we at the Washington State Health Care Authority (HCA) look forward to serving school employees. We're excited to provide affordable, understandable, equitable benefits for eligible school employees and their dependents. Our team is working hard to ensure a variety of benefit options, reasonable monthly premiums, and an easy online enrollment experience.

We'll be in touch soon.

The purpose of this letter is to raise awareness of the SEBB Program. This letter does not guarantee you will be eligible for benefits. Individual benefit eligibility decisions will be made later this year.