

SEBB Program Eligibility

Beginning January 1, 2020, Washington school employees will receive their health insurance and other benefits through the School Employees Benefits Board (SEBB). Here are the basic facts about eligibility. There are some exceptions for specific situations. Get more detailed information at hca.wa.gov/sebb.

Who is eligible?

You are eligible for SEBB benefits if you work in a school district or charter school, or are a represented employee of an educational service district (ESD), and your employer anticipates you will work at least 630 hours per school year (September 1 through August 31).

Your employer will determine if you are eligible for SEBB benefits based on your specific employment circumstances. You will have the right to appeal the eligibility determination.

Are there different eligibility requirements for certificated and classified employees, or for full-time and part-time employees?

No. They are the same. The only eligibility requirement is being a school employee who is anticipated to work at least 630 hours during the school year, regardless of the employee's job classification.

When do my eligibility and coverage begin?

For initial enrollment, if you are eligible, you will sign up October 1 through November 15. Coverage will begin January 1, 2020.

After that, if you meet the eligibility criteria and you start work on or after September 1, but not later than the first day of school, your eligibility and coverage begin on your first day.

In most cases, if you start at any other time during the year, your **eligibility** begins on your first workday, and your **coverage** begins on the first day of the following month. See the [SEBB frequently asked questions](#) for examples and more details.

Do holidays count?

At this time, paid holidays do not count toward the required 630 hours.

Can I cover my family?

Eligible school employees enrolled in SEBB benefits may enroll the following dependents:

- Your legal spouse or state-registered domestic partner
- Your children, up to the last day of the month in which they become age 26
- Children with disabilities who meet specified eligibility criteria
- Extended dependent children who meet specified eligibility criteria

Can I be eligible on two SEBB accounts?

No. You and any enrolled dependents may be enrolled in only one SEBB medical, dental, or vision plan.

What if I work in more than one district?

You can only earn hours that count toward eligibility within a single school district, ESD, or charter school.