



Upcoming SEBB Program changes

The School Employees Benefits Board (SEBB) Program will provide more information about the topics below and any other changes in the October edition of the SEBB newsletter, *Intercom*. The annual open enrollment is October 26 through November 23, 2020.

Policy resolutions

The School Employees Benefits (SEB) Board has approved the following changes to policies. All changes to SEBB rules that take effect September 1, 2020 will be available at [SEBB Rules and policies](#).

Live/work

Subscribers will be able to choose their medical plans based on the county where they live or the county where they work. Exception: UMP Plus members must live in a county serviced by the plan.

Incorrect advice

If a benefits administrator or a contracted vendor provides incorrect advice regarding SEBB benefits to a school employee that they relied upon, the error will be corrected prospectively with enrollment in benefits effective the first day of the month after the date the error is identified. The HCA approves all error correction actions and determines if additional action, which may include retroactive enrollment, is warranted.

Paid leave and holidays

All hours for which a school employee receives compensation from a SEBB Organization during an approved leave (e.g. sick leave, personal leave, bereavement leave) or a paid holiday must be included when determining how many hours a school employee is anticipated to work, or did work, in the school year.

Leave without pay

School employees who return from approved leave without pay will keep or establish eligibility for the employer contribution if their work schedule, had it been in effect at the start of the school year, would have resulted in the employee being anticipated to work the minimum hours to meet SEBB eligibility for the employer contribution in the school year. A school employee who regains eligibility under this policy establishes eligibility for the employer contribution toward SEBB benefits as of the date they returned from approved leave. Coverage will become effective the first day of the month after the school employee's return to employment.

Local negotiations eligibility clarification

A SEBB Organization engaging in local negotiations regarding eligibility for school employees under RCW 41.05.740(6)(e) shall negotiate within the range of anticipated to work hours described below:

- No less than 180 hours per school year; and
- Less than the threshold to meet the SEB Board's eligibility established pursuant to RCW 41.05.740(6)(d).

Eligibility

When a school employee establishes eligibility for the employer contribution towards SEBB benefits at any time in the month of August, SEBB benefits begin on September 1 only if the school employee is also found to be eligible for the employer contribution toward SEBB benefits for the school year that begins on September 1.

Health plan changes

The SEB Board approved the following benefit changes effective January 1, 2021.

Service areas

UMP Plus — Puget Sound High Value Network is now available in Chelan and Douglas Counties. Confluence Health and The Everett Clinic are joining the plan's provider network.

Vision

A fourth coverage tier has been added under Davis Vision's benefits for 2021. The fourth coverage tier includes an additional copay level for Progressive lenses and anti-reflective coating, rather than members continuing to pay the full retail price.

Hearing

All SEBB medical plans will cover one hearing instrument per ear every five years at no cost to the member (or, for CDHP members, after the deductible is met). Providers may not balance bill for this service.

Diabetes prevention

Premera Blue Cross will offer a diabetes prevention program starting in 2021.

Bariatric surgery

Premera Blue Cross will offer bariatric surgery at in-network and approved facilities, subject to medical necessity review, starting January 1, 2021. For questions about this benefit, please call Premera at 1-800-807-3710 (TRS: 711).

Monthly medical premiums

The SEB Board approved the following monthly premiums for 2021. All figures are rounded to the nearest dollar.

	Subscriber	Subscriber & Spouse/SRDP*	Subscriber & Child(ren)	Subscriber, Spouse/SRDP*, and Child(ren)
Tier Ratios	1.00	2.00	1.75	3.00
Kaiser Permanente NW 1	\$39	\$78	\$68	\$117
Kaiser Permanente NW 2	\$52	\$104	\$91	\$156
Kaiser Permanente NW 3	\$119	\$238	\$208	\$357
Kaiser Permanente WA Core 1	\$16	\$32	\$28	\$48
Kaiser Permanente WA Core 2	\$21	\$42	\$37	\$63
Kaiser Permanente WA Core 3	\$91	\$182	\$159	\$273
Kaiser Permanente WA SoundChoice	\$51	\$102	\$89	\$153
Kaiser Permanente WA Options Access PPO 1	\$66	\$132	\$116	\$198
Kaiser Permanente WA Options Access PPO 2	\$97	\$194	\$170	\$291
Kaiser Permanente WA Options Access PPO 3	\$146	\$292	\$256	\$438
Premera Blue Cross High PPO	\$76	\$152	\$133	\$228
Premera Blue Cross Peak Care EPO	\$37	\$74	\$65	\$111
Premera Blue Cross Standard PPO	\$28	\$56	\$49	\$84
Uniform Medical Plan (UMP) Achieve 1	\$33	\$66	\$58	\$99
UMP Achieve 2	\$98	\$196	\$172	\$294
UMP High Deductible (with a health savings account)	\$25	\$50	\$44	\$75
UMP Plus	\$68	\$136	\$119	\$204
Subscribers may be subject to the following surcharges				
Tobacco Surcharge	\$25	\$25	\$25	\$25
Spousal Surcharge	N/A	\$50	N/A	\$50

* State-Registered Domestic Partner (SRDP)

NOTE: Total Composite Rate for the SEBB UMP High Deductible includes an employer HSA contribution of \$375 per year for Tier 1 and \$750 per year for all other tiers