

SEBB Program benefits: Beyond health insurance

The School Employees Benefits Board (SEBB) Program has your health benefits covered. During the SEBB Program's first annual open enrollment, October 1 through November 15, 2019, you'll choose the medical, dental, and vision plans that best suit your needs for coverage starting January 1, 2020.

But the SEBB Program offers more than just peace of mind for your health. If you're [eligible for SEBB benefits](#), you'll automatically be enrolled in basic life and accidental death and dismemberment (AD&D) insurance, and basic long-term disability (LTD) insurance. You'll also have the option to purchase supplemental life and AD&D insurance, and supplemental LTD insurance, to customize your financial security.

Life and AD&D insurance

The SEBB Program provides basic life and AD&D insurance through the Metropolitan Life Insurance Company (MetLife) at no cost to eligible employees. You will automatically be enrolled in these benefits, even if you waive SEBB medical coverage.

The basic life policy pays \$35,000 to your beneficiaries in the event of your death. The basic AD&D policy pays up to \$5,000 for certain injuries or death resulting from a covered accident.

You won't need to provide evidence of insurability (get a doctor's exam or fill out a health survey) for basic life or AD&D.

If you want more coverage, you can buy supplemental life and AD&D for yourself, your spouse or state-registered domestic partner, and your children. You must purchase supplemental life insurance for yourself to enroll your eligible dependents. A guaranteed issue amount of \$500,000 for you and \$100,000 for your spouse or state-registered domestic partner are available. You may need to provide evidence of insurability if you apply for more than the guaranteed issue amount.

Long-term disability insurance

The SEBB Program provides basic LTD insurance through The Standard Insurance Company at no cost to eligible employees. LTD coverage pays a percentage of your monthly earnings if you become disabled. You will automatically be enrolled in basic LTD insurance coverage, even if you waive medical coverage.

The maximum benefit for basic LTD coverage is \$400 a month. The SEB Board expects to revisit this benefit before the first annual open enrollment this fall (October 1 through November 15, 2019), so it may change.

To protect more of your income from the financial risk of lost earnings due to serious injury or illness, you can also buy supplemental LTD insurance, up to a maximum monthly benefit of \$10,000. You will need to provide evidence of insurability if you do not enroll during the initial enrollment opportunity for this benefit.

Medical Flexible Spending Arrangement (FSA)

The SEBB Program offers a Medical Flexible Spending Arrangement (FSA) through Navia Benefit Solutions. You cannot enroll in both a Medical FSA and a high-deductible health plan, which includes a health savings account (HSA).

With a Medical FSA, you can set aside pretax money from your paycheck to pay for qualified out-of-pocket health care expenses. Your contributions are deducted equally throughout the year, based on the frequency of your paychecks. Your employer will not deduct employment or federal income taxes from your contribution.

You can use your Medical FSA to pay health care expenses for you, your spouse, or your qualified tax dependents, even if they are not enrolled in your SEBB medical, dental, or vision plans. Your Medical FSA can cover copays, deductibles, eyeglasses, prescriptions, and many other out-of-pocket expenses.

Your Medical FSA funds do not roll over year to year, and they will not transfer if you take a job that does not receive SEBB Program benefits.

Dependent Care Assistance Program (DCAP)

The Dependent Care Assistance Program (DCAP) lets you set aside pretax money from your paycheck to pay qualifying child care or elder care expenses. The SEBB Program contracts with Navia Benefit Solutions to offer this benefit to SEBB Program subscribers.

A qualifying dependent can be a child 12 or younger who lives with you, or someone 13 or older who is physically or mentally incapable of self-care and regularly spends at least eight hours each day in your household.

Eligible expenses include before-and-after school care, babysitters, and elder care that is medically necessary.

Health Savings Account (HSA)

An HSA is a tax-free account available to employees enrolled in a SEBB high-deductible health plan (HDHP). When you enroll in an HDHP, you automatically are enrolled in an HSA. The money in your account rolls over at the end of the year and can go with you if you leave your job with a SEBB organization. Your employer contributes to your HSA as well. You can deduct any amount you contribute from your taxable income when you pay your federal taxes, giving you a tax savings.

Your HSA funds can:

- Pay for IRS-qualified, out-of-pocket medical expenses, such as deductibles, copays, and coinsurance, including some services your health plans may not cover.
- Be spent on qualified expenses for your spouse or other tax dependents, even if they aren't covered on your medical, dental, and vision plans.
- Grow over the years, earn interest, and build savings that you can use to pay for health care as needed or Medicare Part B premiums.

The SEBB Program offers HDHPs with HSAs through Providence and Uniform Medical Plan. The HSA trustee is HealthEquity, Inc.

Want to know more?

Find out if you're eligible for SEBB Program benefits and learn more about SEBB Program benefits at hca.wa.gov/sebb-employee.