

Termination due to loss of eligibility or enrollment error: School employee

| School employee is no longer eligible for the employer contribution due to which <u>event</u> ? | Will you key the SEBB My Account termination within the lower limit date ¹ relative to the <u>event</u> ? | Key termination of coverage... |
|--|--|--|
| Resignation per WAC 182-31-050(1)(b) | Yes | The last day of the month of the resignation date specified in the resignation letter. |
| | No | The last day of the month of the later of: <ul style="list-style-type: none"> the resignation date specified in the resignation letter; the last day of the last month the premium and applicable premium surcharges were paid;² <u>or</u> the lower limit date¹ for the current process month.³ (School employee not responsible for employee contribution after resignation month) |
| Loss of eligibility per WAC 182-31-050(1) (except resignation) | Yes | The last day of the month the premium and any applicable premium surcharges were paid. ² |
| | No | The last day of the month of the later of: <ul style="list-style-type: none"> the last day of the last month the premium and applicable premium surcharges were paid;² <u>or</u> the lower limit date¹ for the current process month.³ |
| School employee enrolled when not eligible per WAC 182-31-040 | Yes or No | Prospectively, effective as of the first day of the month as described in WAC 182-30-060(1). (Premiums and applicable premium surcharges will be refunded by the employing agency to the employee without rescinding the insurance coverage) |
| Death | Yes or No | The last day of the month of death. ⁴ |
| Non-payment of employee contribution while on FMLA Delinquent more than 60 days per WAC 182-31-110(2) | Yes or No | The last day of the last month the premium and applicable premium surcharges were paid. ² |

¹ Lower limit date – The lower limit date is three calendar months before the current process month. For example: if the current process month is June, three calendar months before would be March; therefore, the lower limit date for terminations would be March 31.

² Paid – Refers only to the school employee premium share and applicable premium surcharges being received by or withheld from payroll by the school employee’s SEBB Organization.

³ Current process month – Identifies the specific period of time for which the insurance system is billing agency SEBB Organization.

⁴ If premiums and applicable premium surcharges remain unpaid for 60 days after the death of the school employee, the deceased school employee’s coverage will be terminated retroactively to the last day of the last month in which the premium or any applicable premium surcharges were paid.

Termination due to loss of eligibility or enrollment error: Dependent of school employee

| Dependent is no longer eligible due to which <u>event</u> ? | Was notification provided within 60 days of date of loss of eligibility or death? | Will you key the SEBB My Account termination within the lower limit date ¹ relative to the <u>event</u> ? | Key termination of coverage... |
|--|---|--|---|
| Loss of eligibility per WAC 182-31-140 | Yes | Yes | The last day of the month of loss of eligibility. <i>(Continuation coverage is allowed)</i> |
| | | No | The last day of the month of the lower limit date ¹ for the current process month. ² <i>(Continuation coverage is allowed)</i> |
| | No | Yes | The last day of the month of loss of eligibility. <i>(Continuation coverage NOT allowed if the qualifying event is divorce or legal separation or the dependent child ceases to meet eligibility criteria described in WAC 182-31-140(3))</i> |
| | | No | The last day of the month of the lower limit date ¹ for the current process month. ² <i>(Continuation coverage NOT allowed if the qualifying event is divorce or legal separation or the dependent child ceases to meet eligibility criteria described in WAC 182-31-140(3))</i> |
| Dependent enrolled when not eligible per WAC 182-31-140 (or) Dependent enrolled when the school employee was not eligible per WAC 182-31-040 | Yes or No | Yes or No | Prospectively, effective as of the first day of the month as described in WAC 182-30-060(1). <i>(Premiums and applicable premium surcharges will be refunded by the SEBB Organization to the school employee without rescinding the insurance coverage)</i> |
| Death | Yes or No | Yes or No | The last day of the month of death. |

¹ Lower limit date – The lower limit date is three calendar months before the current process month. For example: if the current process month is June, three calendar months before would be March; therefore, the lower limit date for terminations would be March 31.

² Current process month – Identifies the specific period of time for which the insurance system is billing agency SEBB Organization.