

# SEBB Update 8.30.18

## *SEB Board passes resolutions on employee eligibility and life insurance benefits*

On August 30, 2018, the [School Employees Benefits Board](#) (SEB Board) voted on the following resolutions:

- SEBB Program eligibility based on stacking of hours within one SEBB organization.
- Returning school employees with uninterrupted eligibility get uninterrupted coverage.
- When a school employee's eligibility begins when moving to another SEBB organization.
- Offering supplemental employee-paid life and accidental death and dismemberment insurance benefits.

These resolutions will apply to eligible employees of school districts, educational service districts (ESDs), and charter schools who will receive their health insurance benefits through the SEBB Program starting January 1, 2020.

### Policy resolutions

The following policy resolutions were approved by the SEB Board:

#### Eligibility for the employer contribution based on stacking of hours (SEBB 2018-28)

A school employee may establish eligibility for the employer contribution toward SEBB benefits based on stacking of hours within one SEBB organization.

#### Returning school employees with uninterrupted coverage (SEBB 2018-33)

A school employee returning to the same SEBB organization who is anticipated to work at least 630 hours in the coming school year, and who was receiving the employer contribution in August of the prior school

HCA 20-0005 (8/31)

year, will receive uninterrupted coverage from one school year to the next.

#### Eligibility when moving between SEBB organizations (SEBB 2018-34)

A school employee will have uninterrupted coverage when moving from one SEBB organization to another within the same month or a consecutive month if the following conditions are satisfied:

- The employee was eligible for the employer contribution toward SEBB benefits in the position they are leaving; and
- The employee is anticipated to be eligible for the employer contribution toward SEBB benefits in their new position.


### Benefit resolutions

The following benefit resolution was approved by the SEB Board:

#### Supplemental term life insurance plans (SEBB 2018-31)

Beginning January 1, 2020, the voluntary employee paid supplemental life benefit will include:

- An employee supplemental death from any cause life insurance benefit of \$500,000 guaranteed issue (GI), up to a maximum of \$1,000,000 with medical underwriting for amounts over \$500,000;
- An employee supplemental AD&D benefit of \$30,000 up to \$250,000 GI;
- A spouse or state-registered domestic partner death from any cause life insurance benefit of



up to 50 percent of the employee supplemental elected amount with \$100,000 GI and amounts over \$100,000 with medical underwriting;

- A spouse or state-registered domestic partner AD&D benefit of \$30,000 up to \$250,000 GI;
- A child death from any cause life insurance benefit of \$10,000 up to \$20,000 GI; and
- A child AD&D benefit of \$10,000 up to \$25,000 GI.

To get all of the materials presented at the August 30 SEB Board meeting, [view the briefing book](#).

## What's next

On September 17, 2018, the SEB Board will have a brief meeting, followed by a joint meeting with the Public Employees Benefits (PEB) Board. The SEB Board will discuss vision benefits and disability benefits, and may vote on a resolution to:

- Offer a group vision plan(s) beginning January 1, 2020 that is separate from the medical plans (SEBB 2018-35)

The purpose of the joint meeting with the PEB Board is a discussion on the K-12 retiree report compiled by HCA to be presented to the Legislature in December.

On October 4, 2018, the SEB Board may vote on resolutions regarding:

- Basic term life insurance and accidental death and dismemberment insurance (SEBB 2018-30)
- School employees' eligibility based on hours worked the previous school year (SEBB 2018-36)
- Offering a self-insured dental plan with the same covered services and exclusions, same provider networks, and same clinical policies as the Uniform Dental Plan (UDP) in place for plan year 2020 under the PEBS Program (SEBB 2018-37).

Visit [the SEBB Program web page](#) for more information.

