

SEBB Update 7.30.18

SEB Board passes resolutions on eligibility for the employer contribution and more

On July 30, 2018, the School Employees Benefits Board (SEB Board) voted on policy resolutions to:

- Determine when the employer contribution for SEBB benefits ends.
- Determine SEBB eligibility for employer contribution based on a revision to the employee's work pattern and actual hours worked.
- Require school employees to provide evidence of a dependent's eligibility to enroll the dependent.

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:

When the employer contribution for SEBB benefits end (SEBB 2018-25)

The employer contribution toward SEBB benefits ends the last day of the month in which the school year ends. The employer contribution toward SEBB benefits will end earlier than the end of the school year if one of the following occurs:

- The SEBB organization terminates the employment relationship. In this case eligibility for the employer contribution ends the last day

of the month in which the employer-initiated termination notice is effective.


- The school employee terminates the employment relationship. In this case, eligibility for the employer contribution ends the last day of the month in which the school employee's resignation is effective.
- The school employee's work pattern is revised such that the school employee is no longer anticipated to work 630 hours during the school year. In this case, eligibility for the employer contribution ends as of the last day of the month in which the change is effective.

SEBB eligibility for the employer contribution based on a revision to the school employee's anticipated work pattern (SEBB 2018-26)

If a school employee's work pattern is or will be revised such that he or she is now anticipated to work 630 hours for the school year, the school employee establishes eligibility for the employer contribution toward SEBB benefits as of the date the school employee is anticipated to work 630 hours for the school year.

SEBB eligibility for the employer contribution based on actual hours worked (SEBB 2018-27)

A school employee who is not anticipated to work 630 hours in the school year, but actually does work 630 hours, establishes eligibility for the employer contribution toward SEBB benefits as of the date the school employee worked 630 hours.



School employees are required to provide evidence of a dependent's eligibility to enroll the dependent (SEBB 2018-29)

- A school employee who wants to enroll his or her dependent is required to provide evidence of the dependent's eligibility. If the school employee does not submit the required evidence to verify his or her dependent's eligibility within the HCA's required timeframe, the dependent will not be enrolled.
- The school employee's next opportunity to enroll the dependent, if eligible, would be the next eligible open enrollment.

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

What's next

The SEB Board meets on August 30, 2018, and may vote on resolutions regarding:

- SEBB eligibility for the employer contribution when an employee is hired mid-year and is expected to work 630 hours in the next school year.
- SEBB eligibility for the employer contribution based on the stacking of hours.
- Uninterrupted coverage for returning school employees with uninterrupted eligibility.
- School employee eligibility when transferring between SEBB organizations.

The board will also be presented with further information on a previously introduced resolution regarding dual enrollment in SEBB Program benefits.

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

