

2025 SEBB Pre-Annual Open Enrollment

School Employees Benefits
Outreach & Training
October 10, 2025

Washington State Health Care Authority

SCHOOL EMPLOYEES BENEFITS BOARD

Agenda

(1) General Information

5 Life, AD&D, & LTD changes

2 2026 Medical Premiums

6 FSA, LPFSA & DCAP changes

3 Medical Plan changes

- 7 Who to Contact
- 4 Dental & Vision Plan changes
- 8 Reminders, Tips & Resources





General Information

Annual open enrollment: October 27 - November 24, 2025, 11:59 p.m. Enrollments, changes, and premiums are effective January 1, 2026.

Submit all changes no later than the last day of OE



Important Dates

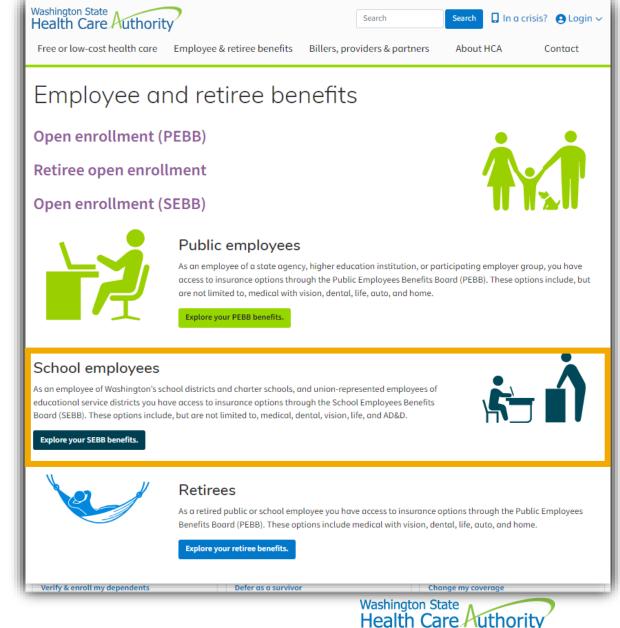
Dates	Events
October 3	2026 SEBB Annual OE Information available on the SEBB Annual Open Enrollment website
October 3	2026 SEBB Virtual Benefits Fair Information available online 24/7
October 14	SEBB October Intercom Newsletter mailed, emailed, and available online
October 24	Spousal/SRDP premium surcharge reminder letters mailed to employees who must reattest
October 27	Annual open enrollment begins. Benefits 24/7 is available, and new forms are posted online.
October 20-November 13	In-person benefits fair offered throughout Washington State
November 24	Last day to enroll or make changes to your account. Benefits 24/7 changes must be received by 11:59 p.m.
November 30	Last day for most subscribers to qualify for the SmartHealth \$125 wellness incentive
December 31	Last day to reattest to spousal/SRDP premium surcharge
January 1, 2026	New plan year begins. Open enrollment changes become effective, and benefits, deductibles, and out-of-pocket maximums reset.



Employee Resource

School employee's website

- Open enrollment, benefits fairs schedule and virtual benefits fair
- Benefits, premiums and eligibility
- Managing benefits
- Preparing for retirement
- SEBB Intercom newsletters
- Forms and publications
- Comparing plans
- Help with Benefits 24/7

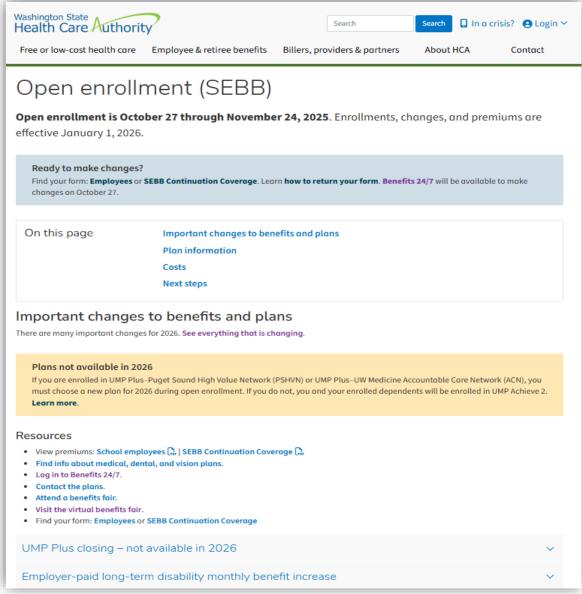


SEBB Open Enrollment (OE) website

SEBB open enrollment information available **October 3**, **2025**.

SEBB OE website provides:

- Benefits and plan changes
- Plan information
- Monthly premiums
- Open enrollment, benefits fairs schedule and virtual benefits fair
- Plan contact information
- Next steps



Visit School employee webpage for more information/open enrollment.



SEBB Open Enrollment (OE) Intercom newsletter

October edition of the SEBB Program newsletter will be sent by mail and email **October 14, 2025**.

- 2026 SEBB benefits important changes and reminders for open enrollment
- 2026 monthly medical premiums
- Sent electronically to those who subscribed to the email subscription
- Only notice the SEBB Program sends to employees about open enrollment
- Sign up to receive emails from the SEBB Program



Open enrollment is October 27 to November 24

Open enrollment is your opportunity to make changes to your SEBB health coverage for 2026. Forms and other helpful tools are available on the Open enrollment webpage at hca.wa.gov/sebb-oe.

Whether you're thinking about switching plans, adding or removing dependents, or staying with your current coverage, this is the time to review your options and make sure your benefits are working for you.

Important: UMP Plus-Puget Sound High Value Network (PSHVN) and UMP Plus-UW Medicine Accountable Care Network (ACN) will no longer be available beginning January 1, 2026. If you are enrolled in one of these plans, you must choose a new plan for 2026 or you and your enrolled dependents will be automatically enrolled in UMP Achieve 2.

What changes can I make during open enrollment?

You can make the changes listed below from October 27 to November 24. Changes are effective January 1, 2026. Log In to Benefits 24/7 at

benefits247.hca.wa.gov to:

- Change your medical, dental, and vision plans.
- Add or remove dependents.
- Waive medical coverage if you have other employer-based group medical, a TRICARE plan, or Medicare Part A and Part B.
- previously walved coverage.
- Attest to the spousal coverage.
- Enroll (or reenroll) in the flexible spending arrangement (FSA) or Dependent Care Assistance Program (DCAP).

See page 7 for information on how to make changes to your coverage using Benefits 24/7.

Tips for a smooth open enrollment

We've created a list that highlights important topics:

- Review what's changing. Look over any changes to your current plan, including premiums, deductibles, copays/coinsurance, and provider networks.
- Assess your health care needs.
 Consider your and any dependents' health status, any upcoming treatments, or anticipated life events (pregnancy, surgery, relocation, etc.) that may affect your coverage needs.
- Make changes in Benefits 24/7.
 This includes adding or removing dependents and changing plans.
- Stay connected. Sign up for emails and follow HCA on social media.
- Need help? Reach out to your payroll or benefits office.

important dates

October 20 to November 13

Visit one of the in-person benefits fairs around the state to learn about your health plans and benefits options. See page 5 to find one near you.

October 27

SEBB annual open enrollment begins. Use Benefits 24/7 to make changes. Forms are also available.

November 2

Benefits 24/7 changes must be received by 11:59 p.m. If you are submitting paper forms, your payroll or benefits office must receive them as of this day.

November 30

Last day for most subscribers to qualify for the SmartHealth \$125 wellness incentive for 2026, if eligible, at:

smarthealth.hca.wa.gov

January 1, 2026

The new plan year begins.

Open enrollment changes
become effective, and benefits,
deductibles, and out-of-pocket
maximums reset

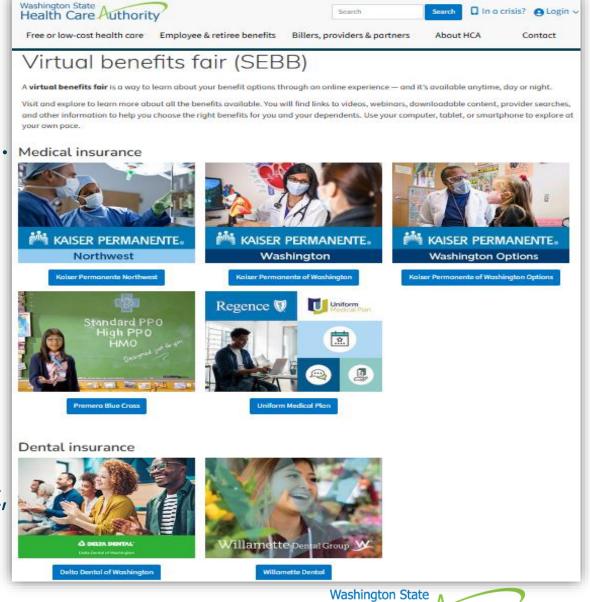
HCA 20-0119 (10/25)



SEBB Virtual Benefits Fairs (VBF)

Changes available **October 3, 2025**. Virtual benefits fair provides:

- Benefit options/information via "online experience"
- Video links, downloadable content, and provider searches
- Informative pre-recorded videos
- Available 24/7 via a computer, tablet, or smartphone



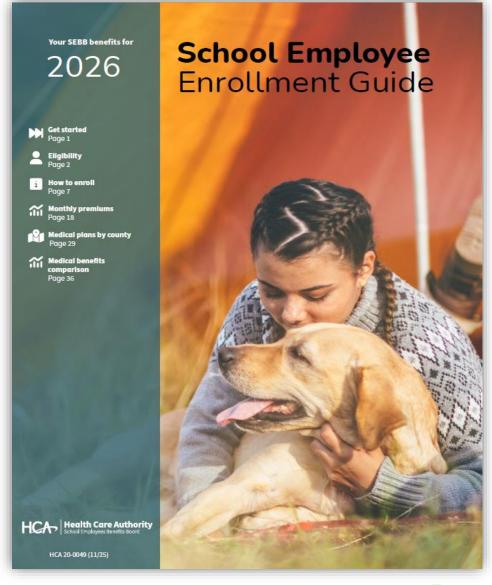
Visit School employee webpage for more information/virtual benefits fair.



2026 School Employee Enrollment Guide

View or download the enrollment guide and forms online during OE.

- 2026 SEBB forms and publications available online **October 27, 2025**
- 2026 SEBB Employee Enrollment guide available online December 2025
 - Intended for newly eligible employees
- Printed enrollment guides available to order early November





UMP SEBB Open Enrollment (OE) Newsletter

UMP members can find information in the UMP OF Newsletter which will be mailed or emailed on October 17, 2025.

- 2026 UMP benefit changes
- Member ID cards mailing
- Hearing aid benefit changes
- Existing medical and prescription drug changes and much more.....



2026 changes to your UMP benefits On January 1, 2026, changes are coming to your UMP benefits. To learn more about these changes, read

your plan's 2026 certificate of coverage by visiting forms and publications at hca.wa.gov/ump-sebb-coc.

The UMP High Deductible deductible is increasing

The deductible for UMP High Deductible members is increasing to \$1,700 for a single subscriber and \$3,400 for a family. This is an increase from \$1,650 for a single subscriber and \$3,300 for a family. This deductible increase is required to maintain compliance with IRS rules, so that a subscriber can make eligible health savings account (HSA) contributions in 2026. UMP High Deductible members will be receiving a new UMP member ID card for 2026 with the updated deductible amounts.

New member ID cards mailing in December

In December, newly enrolled UMP members, UMP High Deductible members, and members who change UMP plans will receive a new member ID card for 2026. You will use the same ID card for medical and prescription

Always show your UMP member ID card when you see a provider or fill a prescription. Providers and pharmacists use the information on the card to make sure they bill for the service correctly.

UMP Notice of Privacy Practices updated

The UMP Notice of Privacy Practices is being updated and will be effective November 1, 2025. To find the notice, visit the UMP Notice of Privacy Practices webpage at hca.wa.gov/ump-privacy.

Changes to the hearing aid benefit

Your hearing aid benefit is being changed to an allowed amount for one prescribed hearing aid per ear every 36 months. You may be responsible for hearing aid charges exceeding the allowed amount.

Changes to existing medical and prescription drug benefits

To learn more about these benefits, check your plan's 2026 certificate of coverage by visiting forms and publications at hca.wa.gov/ump-sebb-coc. All changes are effective January 1, 2026, unless otherwise noted.



54-0030 (10/25)

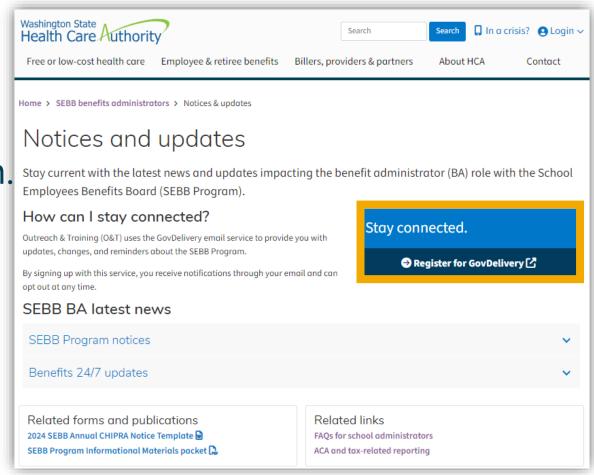


Sign Up for GovDelivery

GovDelivery email services provide BAs with updates, changes, and reminders about the SEBB Program.

SEBB Benefits Admin's website

- Notices and updates
 - Register for GovDelivery
 - How can I stay connected?
 - SEBB BA latest news
 - SEBB Program notices
 - Benefits 24/7 updates

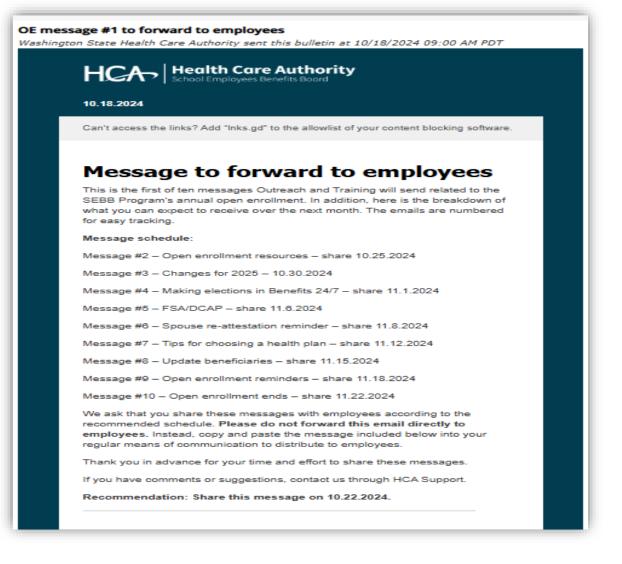




Employer Communication

SEBB Program provides forwardable email messages for SEBB Organizations.

- Sent before and during OE
 - Must register for GovDelivery to receive forwardable messages
- Used to share important program information
 - Do not forward email directly
 - Copy and paste message





2025 Benefits Fairs

(Seattle/University of Washington)

Date	Time	Location	Address
October 20, 2025/ Monday	10:00 am- 5:00 pm	Seattle	Harborview Medical Center Research & Training Building 300 9th Ave, Seattle, WA 98104
October 21, 2025/ Tuesday	10:00 am- 5:00 pm	Seattle	Husky Union Building 4001 E Stevens Way NE, Seattle, WA 98195
October 22, 2025/ Wednesday	10:00 am- 5:00 pm	Seattle	UW Medical Center – Montlake Health Science Building 1959 NE Pacific St, Seattle, WA 98195
October 23, 2025/ Thursday	10:00 am- 5:00 pm	Seattle	UW Medical Center – Northwest UW Medical Center 1550 N 115th St. Seattle, WA 98133

Note: University of Washington benefit fairs will run from 10 a.m. to 5 p.m. Carrier presentation not available during the UVV Benefit fair.



2025 Benefits Fairs

(Western Washington)

Date	Time	Location	Address
October 27, 2025/ Monday	10:00 am- 4:30 pm	Olympia	Department of Labor and Industries L&I Headquarters Bldg. 7273 Linderson Way SW, Tumwater, WA 98501
October 29, 2025/ Wednesday	10:00 am- 4:30 pm	Vancouver	Clark College, Gaiser Hall 1933 Fort Vancouver Way, Vancouver, WA 98663
November 3, 2025/ Monday	10:00 am- 4:30 pm	Des Moines	Highline College Student Union Bldg. (Bldg. 8) 2400 S 240 th St, Des Moines, WA 98198
November 4, 2025/ Tuesday	10:00 am- 4:30 pm	Bremerton	Olympic College College Instruction Center (Bldg. 7) 1600 Chester Ave, Bremerton, WA 98337
November 5, 2025/Wednesday	10:00 am- 4:30 pm	Port Angeles	Red Lion, Main Bldg. 221 N Lincoln, Port Angeles, WA 98362
November 10, 2025/ Monday	10:00 am- 4:30 pm	Tacoma	Clover Park Technical College McGavick Conference Center 4500 Steilacoom Blvd SW, Lakewood, WA 98499
November 12, 2025/ Wednesday	10:00 am- 4:30 pm	Lynnwood	Edmonds College Woodway Hall (Bldg. 26) 20000 68 th Ave W, Lynnwood, WA 98036
November 13, 2025/ Thursday	10:00 am- 4:30 pm	Bellingham	Bellingham Public Schools 1985 Barkley Blvd, Bellingham, WA 98226

Note: 10:00 am- 4:30 pm PEBB/SEBB Employees/Retirees, Carrier presentation will be held 11-3:50 pm throughout the Benefit fair.



2025 Benefits Fairs

(Eastern Washington)

Date	Time	Location	Address
October 28, 2025/ Tuesday	10:00 am- 4:30 pm	Pasco	Columbia Basin College Hawk Union Bldg. (H Bldg.) 2600 N 20 th Ave, Pasco, WA 99301
October 29, 2025/ Wednesday	10:00 am- 4:30 pm	Yakima	Yakima Valley College Conference Center W Nob Hill Blvd & S 16 th Ave, Yakima, WA 98902
October 30, 2025/ Thursday	10:00 am- 4:30 pm	Wenatchee	Wenatchee Convention Center 121 N Wenatchee Ave, Wenatchee, WA 98801
November 4, 2025/ Tuesday	10:00 am- 4:30 pm	Spokane	Spokane Falls Community College Student Union Bldg. 17 3410 W Whistalks Way, Spokane, WA 99224
November 5, 2025/ Wednesday	10:00 am- 4:30 pm	Cheney	Eastern WA University Hargreaves Hall 526 5 th St, Cheney, WA, 99004
November 6, 2025/ Thursday	10:00 am- 4:30 pm	Pullman	City of Pullman Parks & Recreation Center Bldg. B 190 SE Crestview St, Pullman, WA 99163

Note: 10:00 am- 4:30 pm PEBB/SEBB Employees/Retirees, Carrier presentation will be held 11-3:50 pm throughout the Benefit fair.



2025 Benefits Fair Presentation Schedule

Times	Presenter	Notes
11:00-11:45 am	Benefits fair welcome and PEBB retiree insurance overview	Always first, 45 minutes
11:50 – 12:20 pm	Kaiser Foundation Health Plan of Northwest (KPNW)	Vancouver location Only
12:25 – 12:55 pm	Kaiser Foundation Health Plan of Northwest (KPNW)- Senior Advantage with Part D	Vancouver location Only
1:00 – 1:30 pm	Kaiser Foundation Health Plan of Washington (KPWA) Medicare Advantage with Part D Kaiser Permanente WA and Kaiser Permanente WA Options for SEBB	No presentation in Port Angeles, Pasco, Wenatchee, or Yakima.
1:35 – 2:05 pm	Premera Medicare Supplement Plan G	
2:10 – 2:40 pm	UnitedHealthcare Medicare Advantage with Part D	
2:45 – 3:15 pm	(ArrayRx) - Pharmacy coverage for UMP Classic Medicare with Part D (PDP)	
3:20 – 3:50 pm	VEBA	

Note: Carrier presentation will be held throughout the Benefit fair. Carrier presentation will not available during the UW benefits fairs.



Benefits Fair Vendors

Western/Eastern Washington

Davis Vision by MetLife
Delta Dental of Washington
Department of Retirement Systems (DRS)
EyeMed
Health Care Authority HCA
Health Equity
Kaiser Permanente Northwest (KPNW)
KPWA, KPWA Options
MetLife and AD&D
MetLife Vision
Array Rx (administered by Moda)

Western/Eastern Washington

Navia Benefit Solutions (FSA)
Premera Medical
Premera Plan G Supplement
Regence BlueShield/UMP Medical
United Healthcare
VEBA
WA529 Washington College Savings Plan
Washington Wellness
Web MD
Willamette Dental

Not all carriers will be available at each benefit fair.





Making changes



Making changes in Benefits 24/7

Newly Eligible Employees

31-day election window

Newly Eligible wizard remains available to Benefits Admin's after the 31-day window

(Available during lower limit period)

Special Open Enrollment

Employee and Benefits Admin can add an SOE anytime throughout the year

(No SOE wizard icon)

Open Enrollment

OE Wizard only displays during the annual OE period for all employees. Displays for BAs through the month of February (Changes effective January 1 of the new year).

(Do not use OE wizard to submit newly eligible or SOE elections.)



Making changes during annual OE

Change medical, dental, and vision plans

Add or remove dependents

(DV required to add dependents)

Attest or reattest to the spouse or SRDP coverage premium surcharge for 2026 (If required)

Enroll or reenroll in the FSA, LPFSA or DCAP Program

(Through Navia Benefit Solutions)

Waive medical coverage

(If enrolled or enrolling in other employer-based group medical insurance, a TRICARE plan, or Medicare) Enroll in medical plan (If previously waived)

Enroll in or opt out of the state's premium payment plan

WAC 182-30-090: When may a subscriber change health plans?



Health Care Authority

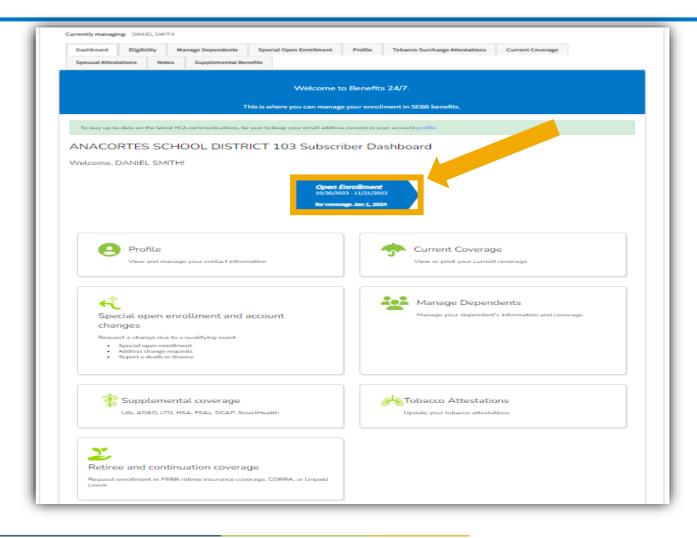
Washington State

Making changes during annual OE cont.

- Click 'Open Enrollment wizard' and follow the prompts.
- Adding dependents, choose 'Yes'. Complete dependent information
- Removing dependents, choose 'No'. Review dependents
- Changing existing dependents enrollment
 - Click 'Edit Dependent' next to the dependents name
- Make changes to medical, dental, and vision plans, choose new plans
- Review summary of coverage elections
- Proceed to confirmation page
- Download summary of coverage elections



Open Enrollment wizard





Changes that can be made anytime

Change employee's or dependent's <u>name or address</u>
(Updated by payroll or benefits office)

Change employee's
email address or phone
number
(Updated by employee)

Remove a dependent from coverage when they lose eligibility (Submit SOE Event) Apply, cancel, change coverage amounts, and update beneficiary information for supplemental life and AD&D insurance (EOI may be required)

Reduce coverage level, decline coverage, or enroll in employee-paid LTD insurance (Enrolling may require EOI)

Start, stop, or change the employee <u>HSA</u> <u>contribution</u> or <u>change</u> <u>HSA beneficiary info</u> Change tobacco use premium surcharge attestation
(Updated by employee)

Sign up to receive SEBB program email subscription service using B24/7

WAC 182-31-150: When may subscribers enroll or remove eligible dependents?



Health Care Authority

Washington State

What if I do not make any changes?

Employees are **not required** to make any changes unless:

Health plan is no longer available in the county where they live or work

Employees who **do not** make any changes **will remain enrolled** in the same medical, dental, and vision plan for next plan year.

- UMP Plus plans will end December 31, 2025
 - UMP Achieve 2 will be the default plan

Open Enrollment confirmation letters mailed to employees who made changes during open enrollment on **December 10, 2025**.



Open Enrollment Employee Checklist

OE Employee Checklist

- ✓ Log in to Benefits 24/7 to ensure account information is current, such as home address
- ✓ Consider signing up for email communications
- ✓ Prepare a list of questions to ask plans
- ✓ Review the changes such as premiums and benefits
- ✓ Make a list of prescriptions to research coverage for potential plan changes
- ✓ Read open enrollment materials (newsletters and website)

OE Employee Checklist

- ✓ Change plans if applicable
- √ Waive coverage
- √ Add or drop dependents
- ✓ Attest to surcharges
- ✓ Elect Flexible Spending Account (FSA) or Limited Purpose FSA/Dependent Care Assistance Program (DCAP)
- ✓ Complete SmartHealth incentive
- ✓ Review Life and Long-Term Disability (LTD) coverage
- ✓ Designate beneficiaries





2026 Medical Plans & Premiums

New Funding Rate: \$1,307 per eligible employee per month effective: September 1, 2025 - August 31, 2026

New monthly premiums effective: January 1, 2026



2026 SEBB Medical Premiums (KP)

Kaiser Permanente	9/01/25 through 8/31/26	Employee Contributions: 2025-2026							
Plan Name	Base Rate	Employee		Employee and Spouse/ Partner		Employee and Child(ren)		Full Family	
		2025	2026	2025	2026	2025	2026	2025	2026
KP NW 1	\$1,307	\$63	\$83	\$126	\$166	\$110	\$145	\$189	\$249
KP NW 2	\$1,307	\$98	\$119	\$196	\$238	\$172	\$208	\$294	\$357
KP NW 3	\$1,307	\$265	\$294	\$530	\$588	\$464	\$515	\$795	\$882
KPWA Core 1	\$1,307	\$23	\$24	\$46	\$48	\$40	\$42	\$69	\$72
KPWA Core 2	\$1,307	\$55	\$66	\$110	\$132	\$96	\$116	\$165	\$198
KPWA Core 3	\$1,307	\$208	\$246	\$416	\$492	\$364	\$431	\$624	\$738
KPWA SoundChoice	\$1,307	\$122	\$130	\$244	\$260	\$214	\$228	\$366	\$390
KPWAO Summit PPO 1	\$1,307	\$40	\$45	\$80	\$90	\$70	\$79	\$120	\$135
KPWAO Summit PPO 2	\$1,307	\$114	\$134	\$228	\$268	\$200	\$235	\$342	\$402
KPWAO Summit PPO 3	\$1,307	\$270	\$287	\$540	\$574	\$473	\$502	\$810	\$861

Indicates an increase
Indicates an decrease

Premiums are rounded to the nearest dollar.

Base Rate due to HCA even if an employee chooses to waive medical coverage.



2026 SEBB Medical Premiums (Premera)

Premera Blue Cross	9/01/25 through 8/31/26	Employee Contributions: 2025-2026							
Plan Name	Base Rate	Empl	loyee		ee and Partner	Employ Child	vee and I(ren)	Full F	amily
		2025	2026	2025	2026	2025	2026	2025	2026
Premera Blue Cross HMO	\$1,307	\$17	\$21	\$34	\$42	\$30	\$37	\$51	\$63
Premera Blue Cross High PPO	\$1,307	\$135	\$157	\$270	\$314	\$236	\$275	\$405	\$471
Premera Blue Cross Standard PPO	\$1,307	\$79	\$108	\$158	\$216	\$138	\$189	\$237	\$324

Indicates an increase

Premiums are rounded to the nearest dollar.



2026 SEBB Medical Premiums (UMP)

Uniform Medical Plans	9/01/25 through 8/31/26	Employee Contributions: 2025-2026							
Plan Name	Base Rate	Employee		Employ Spouse/	ee and Partner		ee and (ren)	Full F	amily
		2025	2026	2025	2026	2025	2026	2025	2026
UMP Achieve 1	\$1,307	\$40	\$47	\$80	\$94	\$70	\$82	\$120	\$141
UMP Achieve 2	\$1,307	\$125	\$135	\$250	\$270	\$219	\$236	\$375	\$405
UMP High Deductible	\$1,307	\$21	\$35	\$42	\$70	\$37	\$61	\$63	\$105

Indicates an increase
Indicates an decrease

Premiums are rounded to the nearest dollar.





2026 SEBB Medical Plan changes

Changes effective January 1, 2026.



All SEBB plans changes

Hearing aids

- Members will no longer be capped at a specific dollar amount
- Members must see an in-network provider to receive hearing aids, or they will not be covered by the plan, and the member will have to pay for them out of pocket
- Members can use the hearing aid benefit every 36 months
- Members enrolled in UMP Achieve 1 and UMP Achieve 2 are not subject to the member meeting the plan deductible
- Members enrolled in UMP High-Deductible Health Plan are subject to the member meeting the plan deductible





Kaiser Foundation Health Plan

Kaiser Foundation Health Plan of Northwest (KPNW)

Kaiser Foundation Health Plan of Washington (KPWA)

Kaiser Foundation Health Plan of Washington Options, Inc. (KPWAO)





KPNW, KPWA and KP WA Options changes

ClassPass Affinity (access to discounted fitness and wellness perks) will no longer be offered after **December 31, 2025**.





Premera Blue Cross plan

Premera Blue Cross High PPO
Premera Blue Cross Standard PPO
Premera Blue Cross HMO





Premera Blue Cross changes

Prescription Drugs:

- Copays for a 90-day supply of prescription drugs are changing
- All copays will be based on a 30-day supply
- As a result, copays for a 90-day supply of prescription drugs (mail order or retail) will increase





Uniform Medical Plan (UMP)

UMP Achieve 1

UMP Achieve 2

UMP High Deductible





UMP changes: Plus plans ending

UMP Plus-Puget Sound High Value Network (PSHVN) and UMP Plus- UW Medicine Accountable Care Network (ACN)

- UMP Plus plans will end December 31, 2025
- Members enrolled in one of these plans must choose a new plan for 2026 during open enrollment or subscriber and enrolled dependents will be automatically enrolled in UMP Achieve 2
- Subscribers will receive notifications from HCA on September 25,
 2025, UMP Plus networks, and Regence
- UMP Plus Default letters will be mailed December 12, 2025



UMP changes cont.

Diagnostic and supplemental breast exams

- Covered without member cost share
 - Change is effective retroactive to January 1, 2025





2026 Health Savings Account (HSA)

Changes effective: January 1, 2026





2026 HSA Employer Contribution

HSA employer contribution remain the same for 2026.



An HSA

avantaged account, which means:

Employees do not pay payroll taxes on the money contributed

Employer is required to make contributions

Employees can make contributions in addition for IRS-qualified out-ofpocket expenses Balance can grow over the years, earn interest, and build savings that can be used to pay for health care expenses

Money is yours, even if you change health plans, get a new job, or retire. It never expires!!

Employer contributions deposited on the last day of each month!



Health Care Authority

Washington State

2026 HSA Annual Maximum Contribution

IRS increased annual maximum contribution

Coverage Type	2025	2026
Individual	\$4,300	\$4,400
Family	\$8,550	\$8,750
Members age 55+	Additional +\$1,000 per year	Additional +\$1,000 per year

Submit School Employee Authorization for Payroll Deduction to Health Savings Account (HSA) form to their payroll and benefits office or Contact HealthEquity if making direct contributions (after-tax basis).

Reminder: All contributions including SmartHealth \$125 wellness incentives (if earned) **may not exceed** the IRS maximum.

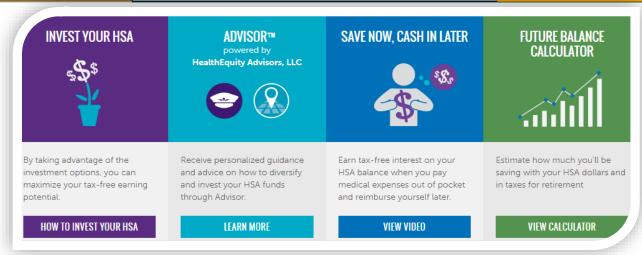
Employees can increase or decrease HSA contributions anytime during the year!



2026 UMP High-Deductible Health Plan

IRS increased minimum deductible

Coverage Type	2025	2026
Individual	\$1,650	\$1,700
Family	\$3,300	\$3,400







2026 Premium surcharges

Tobacco use premium surcharge

Spouse or State-Registered Domestic Partner (SRDP) premium surcharge



Premium Surcharges



Tobacco use premium surcharge

- Tobacco use premium surcharge will remain at \$25 per account per month,
 - Regardless of the number of tobacco users enrolled on the account
 - In addition to the monthly medical premium



Spouse or SRDP premium surcharge

- Spouse or SRDP coverage premium surcharge will remain at \$50 per month
 - In addition to the monthly medical premium
- New rate for determining if surcharge applies
 - Question #6: Will spouse's/SRDP's share of the medical premium through their employer be less than \$137.76 per month in 2026? (Up from \$126.36)



Spouse or SRDP Reattestation

SEBB Program will mail three notifications letters to employees who will need to reattest to the spouse or SRDP premium surcharge during annual open enrollment.

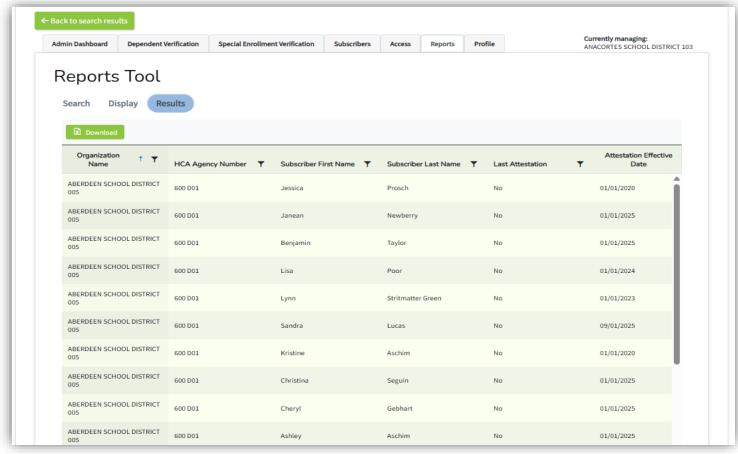
Notification Type	Mailed
(#1) Spousal surcharge reminder letter	October 24, 2025
(#2) Grace period notification letter	December 5, 2025
(#3) Surcharge payment letters to subscribers who did not reattest or who attested that the surcharge applies to them for 2026 (Includes appeal rights)	January 15, 2026

Note: Subscribers who must reattest will have a notification banner to reattest in Benefits 24/7.

Review "Subscribers Who Need To Reattest" report in Benefits 24/7.

Health Care Authority

Spousal Attestation Report





When to Reattest

Deadline	Process
Annual Open Enrollment: October 27 - November 24, 2025	Benefits 24/7 or Submit 2026 SEBB Premium Surcharge Attestation Change form
Grace Period: November 25 - December 31, 2025	Submit 2026 SEBB Premium Surcharge Attestation Change form to the payroll or benefits office ONLY!

Employees must attest by the deadline.

Employees who do not attest or attest that the premium surcharge applies, will be charged the \$50 monthly premium surcharge beginning **January 1, 2026**.

Surcharge will remain in effect for 2026 unless you have a qualifying event that allows you to change the attestation.

Washington State Health Care Authority

How to Reattest

If required to attest:

- Submit 2026 SEBB Premium Surcharge Attestation Change form or
- Log into Benefits 24/7 (preferred method)
 - Click blue 'Open Enrollment' chevron on your dashboard
 - Choose 'No' if not adding additional dependents
 - Dependent list will display
 - Choose 'Edit' link on the right side of the section listing your spouse
 - Move through the steps for the dependent until you reach the 'Spouse or State Registered Domestic Partner surcharge attestation'



How to Reattest cont.

If required to attest:

- Respond to the questions. If you answer 'Yes' to question number '6' there is a link to the Spousal Plan Calculator to compare your spouse or SRDP's plan to PEBB's UMP Classic
 - Note: Employees may need to gather information about their available medical plans
- Once the attestation is complete, continue through the wizard making any changes. Be sure to go all the way through the wizard and click 'Submit'.
- Print a copy of your elections for your records





2026 Dental Plans

Uniform Dental Plan (UDP)

DeltaCare

Willamette Dental Group



Eligible employees pay no monthly premiums for dental insurance benefits.



Dental Plans

The same dental plans are available for 2026 plan year at no cost to employees.

Uniform Dental Plan (UDP)
(Group #09600)

Willamette Dental Group
(Group WA 733)



Delta Dental of Washington Plans

SEBB Program offers two dental plans administered by Delta Dental of Washington that are **often confused**.



DeltaCare

- Managed-care plan (Limited network)
 - Must choose a primary care dental provider in the plan's network, or you will be assigned a primary care dentist.
 - Referral required to see a specialist
 - Plans will not pay claims received from providers outside their network
 - Pay a set amount (copay) if you see a innetwork dentist



Uniform Dental Plan (UDP)

- Preferred provider plan
 - Change to any dental provider at any time
 - No referral required to see a specialist
 - After annual deductible, you pay a percentage (coinsurance) of the plan's allowed amount
 - Lower coinsurance when you see a dentist in the Delta Dental PPO network (more than 3 out of 4 dentists in Washington State are in network).

Washington State
Health Care Authority
SCHOOL EMPLOYEES BENEFITS BOARD

Contact the plan, not your dentist and check if your provider is in the plan's network hca.wa.gov/employee-retiree-benefits/school-employees/contact-plans



2026 Vision Plans

Davis Vision
EyeMed Vision
MetLife Vision







Vision Plans

The same vision plans are available for 2026 plan year at no cost to employees.







2026 Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance

Basic Life and AD&D
Supplemental Life and AD&D





Life and Accidental Death and Dismemberment (AD&D) Insurance

Basic Life and AD&D

- Employer funded

• No premium change for 202 Change f Supplemental Life and insurance

- Employee funded
- No premium change for 2026
 - Unless an employee changes age brackets or increases their coverage)
 - Life insurance rate increase becomes effective January of following year





2026 Long-Term Disability (LTD) Insurance

Employer-paid Long-term disability (LTD)

Employee-paid Long-term disability (LTD)



Eligible employees pay no monthly premiums for employer-paid LTD insurance benefits.



Long-Term Disability (LTD) Insurance

Employer-paid Long-term disability (LTD)

- Maximum monthly benefit will increase from \$400 to \$450
 - Employer funded
 - No cost to eligible school employees

Employee-paid Long-term disability (LTD)

- Rates will **decrease** for 2026
 - Employee funded
- Newly eligible employees will be auto-enrolled at 60% coverage level



Employee-paid LTD Rates

Decreased Employee-paid LTD Rates.

	2025	2026	2025	2026
Age	60% Benefit (default)	60% Benefit (default)	50% Benefit (buy-down)	50% Benefit (buy-down)
<30	0.0009	0.0009	0.0006	0.0005
30-34	0.0012	0.0012	0.0007	0.0007
35-39	0.0018	0.0018	0.0011	0.0011
40-44	0.0026	0.0025	0.0015	0.0015
45-49	0.0035	0.0034	0.0021	0.0020
50-54	0.0048	0.0047	0.0029	0.0028
55-59	0.0058	0.0056	0.0035	0.0034
60-64	0.0060	0.0059	0.0036	0.0035
65+	0.0061	0.0060	0.0037	0.0036







2026 Flexible Spending Arrangement (FSA) & Dependent Care Assistance Program (DCAP)

Flexible Spending Arrangement (FSA)

Limited Purpose (LPFSA)

Dependent Care Assistance Program (DCAP)



Navia Benefits Overview

Flexible Spending Arrangement (FSA)

- Set aside pre-tax money from your paycheck to spend on eligible outof-pocket health care costs
- Subscriber and qualified dependents
- Cannot have FSA and HSA
- Funds are available immediately

Limited Purpose FSA (LPFSA)

- Set aside pre-tax money from your paycheck to spend on eligible outof-pocket dental and vision expenses
- Members enrolled in the UMP High-Deductible Health Plan with an HSA
- Subscriber and qualified dependents
- Funds are available immediately

Dependent Care Assistance Program (DCAP)

- Set aside pre-tax money from your paycheck to pay for qualifying childcare or elder care expenses.
- Reimburses qualifying childcare or elder care expenses
- Funds will be available as payroll deductions are taken

Benefits are personal expense accounts that allow participants to set aside a portion of their salary pre-tax to pay for eligible expenses.

FSA was formerly known as Medical FSA.



Annual Contribution Limits

Increased maximum Annual FSA election amount

	FSA	Limited Purpose FSA	DCAP
Maximum annual contribution	\$3,300 (Up from \$3,200)	\$3,300 (Up from \$3,200)	Single or Married filing jointly \$7,500 annually (Up from \$5,000) If married filing separately \$3,750 annually (Up from \$2,500)
Minimum annual contribution	\$120	\$120	\$120
Compatible with HDHP/HSA	No	Yes	Yes
Eligible Expense Types	Medical, Rx, Dental, Vision	Dental, Vision	Dependent care costs, ex. Day care, elder care
Allows Carryover	Yes	Yes	No No

*If the IRS announces an increase to the maximum, this amount will change



IRS Annual Election Maximum

Benefit	Enroll:	2026 Election Amount
FSA Minimum of \$120, maximum of \$3,300* per year.	Za Yes □ No	☐ I am choosing the maximum annual contribution limit for the FSA for 2026 (currently \$3,300*). I understand that if the IRS increases this amount before the last day of open enrollment, and the PEBB Program adopts it for 2026, Navia Benefit Solutions will increase my contribution to match the new contribution maximum.
*The IRS may increase the maximum annual contribution limit during Open Enrollment		☐ I am choosing another annual contribution amount: \$

- Choose the maximum annual contribution with a note that if the IRS announces a new maximum, their election will <u>automatically</u> be increased
- Choose a different amount less than the maximum and it will not change if an update is announced



How does carryover work?

Increased FSA and Limited Purpose FSA carryover amount from \$640 to \$660 effective January 1, 2026.

Carryover allows unspent FSA funds up to \$660 to be carried over for use in the next plan year (2026).

Applies to the FSA and Limited Purpose FSA, and CBA \$200 FSA contribution. Does NOT apply to DCAP.

If the CBA FSA participant has at least \$120 left in their account, the funds will be available for use in the next plan year, even if the participant doesn't actively enroll in an FSA.

To receive carryover, employee must enroll in an FSA for the following year or have at least \$120 left in their FSA balance.

Any funds above \$660 will be forfeited.

Employees who enroll in the UMP HDHP with HSA in 2026 will still be eligible to receive carryover.

Carryover will move into a LPFSA.

FSAs and high deductible health plan (HDHP) don't mix!



Plan year deadlines

2025 Plan Year		
Plan Year Starts	January 1, 2025	
Plan Year Ends	December 31, 2025	
Last day to incur expenses	December 31, 2025	
Last day to submit claims for reimbursement to Navia	March 31, 2026	

FSA and LPFSA-The minimum amount you can elect for the year is \$120 and the maximum amount you can elect for the year is \$3,300.

Enrollments must be received by Navia or Benefits Office no later than **November 24, 2025**



SEBB Program \$200 CBA FSA contribution

Employees who make \$40,000 or less as of June 30, 2025, may be eligible to receive an FSA contribution of \$200 in January.

Employee or employee's spouse/SRDP cannot be enrolled in a HDHP plan w/ HSA for 2026.

Cannot waive SEBB medical coverage, unless waiving to enroll as a dependent on a SEBB medical plan.

Not eligible if you terminate, retire, or lose coverage by the date the benefit is distributed.

Eligible SEBB employees who have not enrolled in an FSA for 2026 will automatically receive the \$200 loaded on a Navia debit card in January 2026.

Eligible SEBB employees who have already enrolled in an FSA for 2026, will automatically receive the \$200 loaded on top of their 2026 election amount in January 2026.

BA will need to submit a ticket to HCA Support for employees that met the eligibility requirements but did not receive the FSA contribution. Eligibility is not determined by Navia.

Employees do not need to be union represented. Funds contributed do not count toward the maximum election amount. Employees are not required to enroll in an FSA to receive the \$200



CBA FSA contribution toolkit

GovDelivery sent on **August 25, 2025**. Toolkit includes:

- Video explaining the FSA CBA \$200 benefit
- Letter to include in onboarding/new employee orientation materials
- Graphic of the Navia Benefits Debit Card
- CBA flowchart to guide employees visually through the requirements to qualify
- Employees and union representatives FAQ as reference
- Schedule and pre-drafted messaging to share with employees

Can't access the links? Add "Inks.gd" to the allowlist of your content blocking software.

The \$200 FSA CBA contribution is complicated. Talking about it doesn't have to be.

During Collective Bargaining in 2025, an agreement was reached for an employerpaid FSA contribution. To support you, we have developed a <u>toolkit</u> that you can use as a resource and share with eligible employees. The contribution is available to all SEBB employees who meet the criteria outlined in the toolkit beginning January 1, 2026.

The SEBB Program appreciates the dedicated benefit administrators who help SEBB Program subscribers access and learn about their benefits. We realize that explaining the new \$200 FSA Collective Bargaining Agreement (CBA) benefit to employees can be complicated. The toolkit materials align how we communicate about the benefit to ensure accuracy, consistent messaging, and encourage use of these funds. Please use this toolkit as needed to help spread the word to employees about this great benefit!

What is in the toolkit

The toolkit includes:

- A video explaining the FSA CBA \$200 benefit and how it works.
- A <u>letter</u> for new employees that you can include in your onboarding/new employee orientation materials.
- A graphic of the Navia Benefits Debit Card, so members can see what the card looks like and keep an eye out for it in January.
- A CBA flowchart, available in a <u>vertical</u> or <u>horizontal</u> format, to guide employees visually through the requirements to qualify for this contribution.
- An <u>FAQ for employees</u>, available for you to reference while answering employee questions and provide to them as needed.
- An <u>FAQ for union representatives</u>, so you can see what information we are sharing with them.
- A <u>schedule and pre-drafted messaging</u> to share with employees, which can be tailored to meet your organization's design standards and use on the platform of your choice (printed newsletter, intranet content, email, etc.)

Where to find the toolkit

You can access the FSA CBA toolkit materials any time on the SEBB Benefits Administrator Forms and Publications page.



Open Enrollment options

Option #1

Online – Employees can log in to the employee portal, using their SAW account, and enroll on the Navia Benefit Solutions portal

sebb.naviabenefits.com

Option #2

Paper Form-Complete paper enrollment form and return it to Navia via email or fax: election@naviabenefits.com or fax: 425-233-6366.

BA can submit employee forms to Navia via upload in the Employer Portal.

sebb.naviabenefits.com

Employees may edit or cancel their elections through the end of the SEBB annual open enrollment period: **October 27 - November 24, 2025**

All enrollments must be <u>received</u> by Navia or your payroll or benefits office no later than **November 24, 2025, 11:59 p.m.**.

BAs can send to Navia via upload in the Employer Portal at sebb.naviabenefits.com.

Employer Responsibilities (OE)

- 1. Submit open enrollment FSA/DCAP forms to Navia weekly.
- 2. Set up payroll deductions for the first 2026 payroll in January.
 - Employees' 2026 enrollments file will be available in Benefits 24/7 around December 10, 2025. Use this file to set up deductions.
- **3.** Once payroll deductions begin, report deductions to Navia via file each pay period. Send payment to HCA.
 - Open Enrollment forms will be available on the SEBB Navia website on October 27, 2025.
 - https://sebb.naviabenefits.com/forms-documents/
 - Forms are specific to plan year!

Contact Navia M-F 7am- 5 pm PST. SEBBadmin@naviabenefits.com or (425) 452-3488 Health Care Authority

FSA & DCAP Reminders

Participants <u>MUST</u> enroll or reenroll each year during annual OE

Enrollment does NOT automatically continue year to year

May enroll in a DCAP and FSA <u>or</u> LPFSA in the same plan year

Employees who enroll in both an FSA and HDHP, will be <u>automatically</u> disenrolled from the FSA.

Employees or their spouse/SRDP cannot enroll in a HDHP and FSA in the same year. Employees must choose one by December 31, 2025.

Employees who enroll in a HDHP can also enroll in a LPFSA.

May NOT enroll in both an FSA and LPFSA in the same plan year

Navia Benefits Solutions must receive your enrollment no later than November 24, 2025.



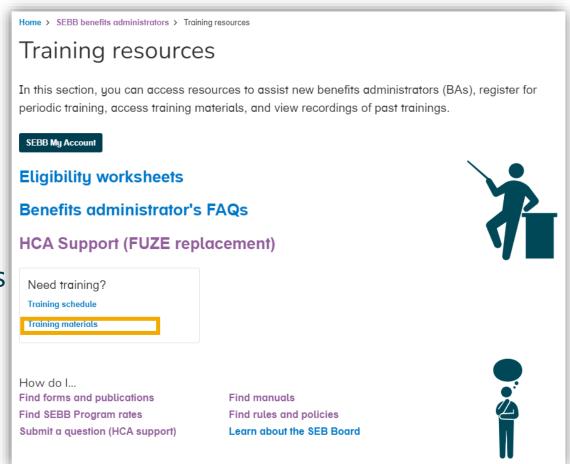
FSA/DCAP Webinar

Register on the BA webpage for the Navia FSA/DCAP webinar on:

- Friday, October 17 @ 10 a.m.
- Hosted by O&T
 - Presented by Navia Benefit Solutions

Watch a recorded webinar posted on the BA website.

- Training resources
 - Training materials and recordings
 - Open enrollment



Have questions? Contact Navia @SEBBadmin@naviabenefits.com or (425) 452-3488.



Washington State



2026 SmartHealth





SmartHealth \$125 Incentive and deadlines

The **\$125** SmartHealth incentive will **remain** the same for 2026.

- Deadlines for completing the financial
 - Current SEBB medical plan subset with a medical effective date

 • Deadline: November
 - **Deadline: November**
 - New SEBB medical **October - Deci**
 - Deadline: December 31, 2025

High-Deductible Health Plan:

One-time deposit of \$125 into the Health Savings Account (HSA) at the end of January. New SEBB medical plan subscribers

>e requirements:

anuary - September 2025

scribers with a medical effective date between

All other plans:

\$125 reduction to the SEBB medical plan deductible at the end of January.





2026 SEBB Program changes

Changes effective: January 1, 2026



New base funding rate

GovDelivery sent on **September 11, 2025**.

- Employee premiums effective **January 1, 2026**
- Employer contribution (base rate) increased from \$1,178 to \$1,307 effective September 1, 2025, through August 31, 2026
- Life and AD&D basic rate and supplemental rates.
- Long-term disability (LTD) rates employer and employee paid.
- 2026 additional taxable income for non-tax qualified dependents.
- Rate letter available on the BA website

Can't access the links? Add "Inks.gd" to the allowlist of your content blocking software.

2026 program rates for SEBB organizations

The 2026 rate letters for K-12 School Districts, Charter Schools, and Educational Service Districts are available on the Rates page of the Benefits Administrator's website.

The rate letter includes:

- Employee premiums effective 2026.
- Employer contribution (base rate) of \$1,307 effective September 1, 2025, through August 31, 2026.
- Life and accidental death and dismemberment (AD&D) basic rate and supplemental rates.
- Long-term disability (LTD) rates employer and employee paid.
- 2026 additional taxable income for non-tax qualified dependents.

Locally negotiated rates

The SEBB organization must provide a current ratified collective bargaining agreement (CBA) and information on all eligible school employees under the CBA to HCA by the start of the school year.

The rate letter includes:

- . Employee premiums effective January 1, 2026.
- Employer contribution for medical, dental, vision, basic life and accidental death and dismemberment.

Please note that the table previously included in the letters, which provided a breakdown of benefits and rates, is no longer included, nor will it be included in future rate letters.

SEBB Rates Page



SEBB Rule changes

All changes to SEBB rules will be available on the HCA website and effective **January 1, 2026**.

- Clarified when a school employee will be automatically deferred from PEBB retiree insurance coverage
- When a PEBB Program subscriber's dependent becomes eligible for the employer contribution toward SEBB benefits, the subscriber's dependent will be automatically disenrolled from PEBB retiree insurance coverage





Troubleshooting Benefits 24/7 Access



Troubleshooting Benefits 24/7

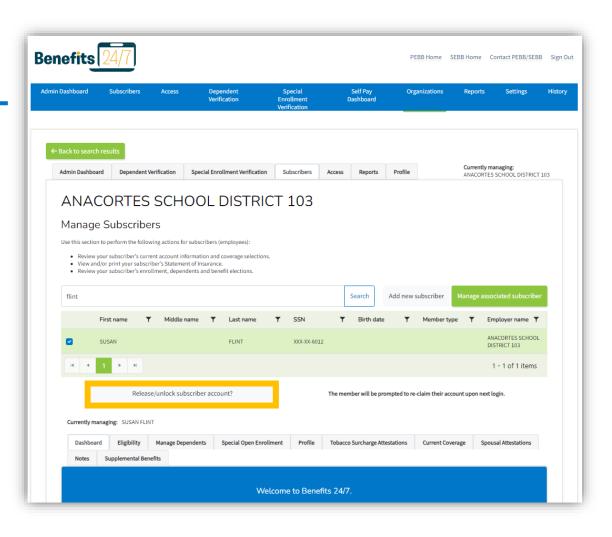
Release/Unlock subscriber account

- Check box next to subscriber name
- Click Manage associated subscriber
- Release/unlock subscriber account button displays

Used to release/unlock previously claimed subscriber SAW account

Used when employees forget answers to their security questions

Verify subscriber information



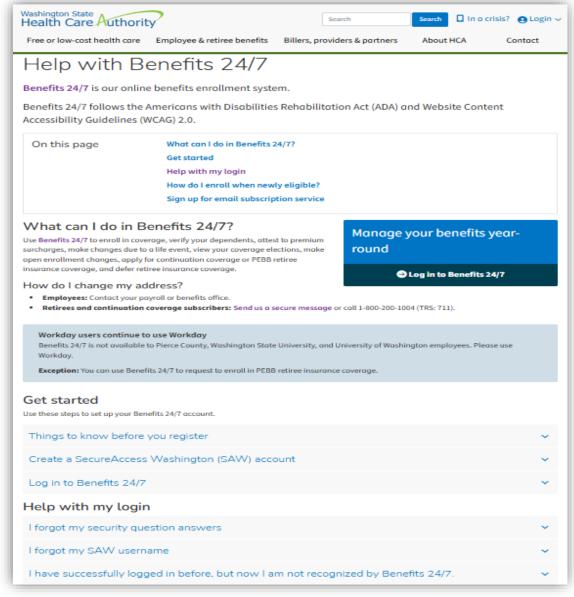


Employee Resource

Visit the help with Benefits 24/7 webpage.

- Get started
 - Create a SecureAccess Washington (SAW) account
 - Log in to Benefits 24/7
- Help with my login
- How do I enroll when newly eligible?

Security answers must have a minimum of four characters



Benefits 24/7 employee login assistance phone number 1-866-335-0043.

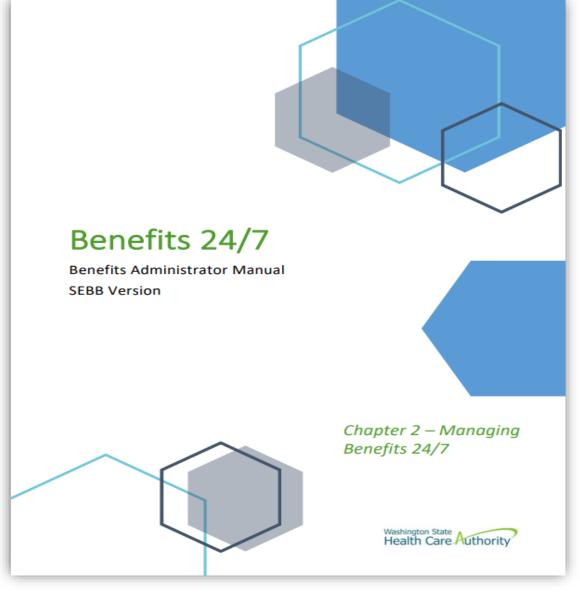


Benefits Admin Resource

Benefits 24/7 BA Manual Chapter 2

- Troubleshooting employee access
 - Employee attempting to claim their account for the first time:
 Chapter 2: Page 13-14
 - Releasing an old SAW account for an employee:

Chapter 2: Pages 15-16







Who to Contact





Who to Contact?

Contact the BA

- Eligibility, enrollment
- Premium surcharge
- Help with Benefits 24/7
- Changing name, address, phone number and email
- Adding or removing dependents
- Premium payments/ Payroll deductions
- Finding forms

Contact the plans

- Benefits
- ID cards
- Claims
- Checking if your provider is in their network
- Choosing a provider
- Making sure your prescriptions are covered



Who to Contact?

HealthEquity

- Health Savings Account (HSA) for UMP High Deductible Health Plan
- learn.healthequity.com/ sebb/hsa
- · 1-844-351-6853

MetLife

- Life insurance & AD&D insurance
- metlife.com/wshca-sebb
- · 1-833-854-9624

Navia Benefit Solutions

- FSA and DCAP
- sebb.naviabenefits.com
- · 1-425-452-3488



Who to Contact?

Standard Insurance Company

- Long-term disability insurance
- standard.com/employeebenefits/washington-statehca-sebb
- 1-833-229-4177

SmartHealth Wellness Program

- smarthealth.hca.wa.gov/ contact
- WebMD Customer Service
- Monday Friday6 a.m. to 6 p.m.
- · 1-800-947-9541

Websites, phone #'s, mailing addresses

- hca.wa.gov/employee-retireebenefits/sebb-openenrollment
- Find a SEBB plan provider hca.wa.gov/employee-retireebenefits/sebb-continuationcoverage/find-sebb-planprovider





Reminders, Tips & Resources



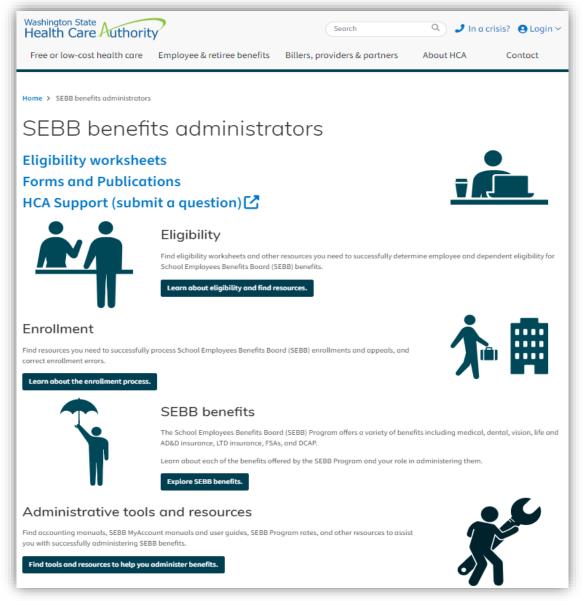
Benefit Admin Resource

SEBB Benefits Administrator website

 Eligibility, Enrollment, Benefits, Administrative tools and resources, and Training Resources

Contact Outreach & Training

- 1-800-700-1555
- Online via <u>HCA Support</u> secure messaging system
 - support.hca.wa.gov/hcasupport

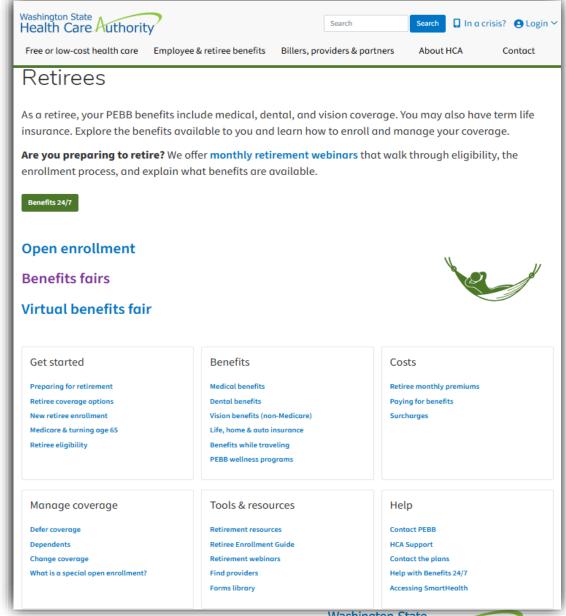




Benefit Admin Resource

PEBB Retirees website

- New Get started section
 - Preparing for retirement
 - Retiree coverage options
 - New retiree enrollment
 - Medicare & turning age 65
 - PEBB Medicare Part D plans
 - Plan drug lists
 - New planning for retirement folder





Benefit Admin Resource

SEBB Benefits Admin Training Send training request using HCA Support

- Attn: Training Request
- Provide dates & times available, how many hours and subjects

Benefits 24/7, Benefits Admin website and HCA Support application overview and Q&A

Welcome to the Washington State Health Care Authority support portal. Please select the option below that best describes you.





Agency to agency inquiry

I am a resident of Washington State and do not currently work for a state agency. I am making a request on behalf of myself or someone else.

View login instructions

I am a(n):

- Active employee of a Washington State agency that uses WaTech's Office 365 managed services.
- PEBB benefits administrator and I am making a request related to my work with HCA.

Note: If you are a SEBB benefits administrator or your agency does not use WaTech's Office 365 managed service, please use the public login.

View login instructions



Employee Resource

Medical Benefits Comparison Tool Learn more on the Compare

medical plans webpage

- Things to think about when choosing a medical plan
- How do I compare the plans?
- Plan differences to consider
- What type of plan should I select?





Get a side-by-side comparison of

common medical benefits and

→ Compare medical plans

costs for service.



Home > Employee and retiree benefits > School employees > Medical plans & benefits

Medical plans and benefits

Explore the medical plans and benefits available to SEBB employee subscribers and dependents.

- . Benefits and coverage by plan lists the plans' benefits booklets, Summary of Benefits and Coverage (SBC), and preauthorization criteria.
- Compare medical plans using benefit comparisons or the virtual benefits fair.
- · Behavioral health services by plan. Find out what behavioral health services are available to you, based on your plan.
- . Medical plans available by county. Find out which plans are offered in the county you
- . Kaiser Permanente NW plans. Provides information for Kaiser Foundation Health Plan of
- Kaiser Permanente WA plans. Provides information for Kaiser Foundation Health Plan of Washington and Kaiser Foundation Health Plan of Washington Options, Inc. plans.
- Premera plans. Provides information for Premera plans.
- Uniform Medical Plan (UMP) plans, administered by Regence BlueShield and WSRxS. Provides information for UMP.
- Health plans with health savings accounts (HSAs). Things to consider when choosing a high-deductible health plan.

Need help choosing a plan? Visit the virtual benefits fair.

Wellness programs

- Diabetes prevention
- SmartHealth
- Living tobacco free

Related forms and publications

School employee premiums, deductibles, out-of-pocket maximums 2023 Medical Plans Available by County (SEBB) 2023

Related links

Kaiser Permanente NW for school employees [2] Kaiser Permanente WA for school employees [2]

Premera for school employees [2]

Uniform Medical Plan for school employees 🛂

Find a provider



Dependent Verification (DV)

DV is due at the same time as other required enrollment forms. Dependent will not be verified or enrolled if DV documents are not received by the deadlines.

- No later than November 24, 2025, 11:59 pm (Open Enrollment)
- No later than 31 days after the date of eligibility (Newly Eligible)
- No later than 60 days after the special open enrollment event (SOE)

Follow-up with employees when DV documents are:

Missing Invalid Illegible

gible In

A list of acceptable DV documents is outlined in SEBB Policy 31-1.



Reminder: UMP HDHP w/HSA

Employees changing plans from an UMP HDHP w/HSA to any other medical plan:

- Stop any payroll deduction for their HSA
- Stop any direct contributions to HealthEquity

Employees are **not eligible** to enroll in an UMP HDHP w/HSA if:

- Their spouse/SRDP is enrolled in an FSA for 2026
 - Even if the spouse/SRDP is not enrolled in the employee's SEBB medical



Reminder: Reporting SEBB Optional Benefits

GovDelivery sent on October 1, 2025.

- What optional benefits am I required to report?
- How do I report my district's optional benefits?
- Deadline to submit survey
 - Please report your optional benefits and email any necessary supporting PDF documents by **December 1, 2025**.
- Contact <u>missy.yates@hca.wa.gov</u> with questions or concerns about completing this reporting process

It's time to report your SEBB optional benefits offerings to HCA

The legislation that established the School Employees Benefits (SEBB) program requires public school districts to provide an annual report to the Health Care Authority (HCA) on the types of optional benefits that are offered by your district to your employees. As required by law RCW 28A.400.280(2), the deadline for reporting is December 1.

NOTE: This survey is for public school districts only.

HCA does not collect information from educational service districts and charter schools within the SEBB program because they are not included in this legislative requirement.

What optional benefits am I required to report?

We are asking you to report only those optional benefits that are available to your employees as of January 1, 2026. You do not need to submit information on any benefits that you will no longer offer to your employees or benefits that will be offered through the SEBB program.

For a refresher on optional benefits, please see our <u>FAQs for school</u> <u>administrators</u> (and select "Optional benefits" from the FAQ topic list).

How do I report my district's optional benefits?

To simplify the process, please use this survey to report your optional benefits to HCA. It covers the following information:

Type of benefit

- If the benefit type is not listed, including any product related to health or wellness or other insured products, please include that information under "Other."
- Options listed are not meant to imply that districts have the authority to offer those optional benefits.



New Behavioral Health toolkit

GovDelivery sent on July 21, 2025.

Toolkit includes:

- Glossary of terms related to behavioral health conditions, services, treatments, and providers.
- List of FAQs that provides answers to some of the behavioral health benefits questions
- Flyer designed to remind members who may need behavioral health care about the benefits available to them.
 - Includes QR code to more information



July 21, 2025

Can't access the links? Add "Inks.gd" to the allowlist of your content blocking software.

New behavioral health toolkit resources for employees

HCA is pleased to introduce a new toolkit we've created to assist you and the employees you serve. The toolkit is designed to make it easier for you to advise employees about their SEBB behavioral health benefits. It includes information about what resources are available and how to access them. Like you, we want to help members make informed plan choices and use the benefits available to them, especially when they or a loved need support.

What's in the toolkit

The toolkit includes the following:

- A glossary of terms related to behavioral health conditions, services, treatments, and providers.
- A list of frequently asked questions (FAQs) that provides answers to some
 of the behavioral health benefits questions you may be asked most often.
- A flyer designed to remind members who may need behavioral health care about the benefits available to them. It includes a QR code that links members to more information about these benefits.

Toolkit materials are available on the SEBB BA Medical webpage

How to use the toolkit

You can provide the toolkit materials in print or electronically through your agency's regular communication channels. Use them during employee onboarding or provide them upon request if an employee comes to you looking for guidance. The poster can be printed or posted electronically on bulletin boards in hallways, break rooms, restroom stalls, cafeterias, or other areas with high visibility.

Please take some time to review the materials and this recorded webinar, which provides a more in-depth explanation about how to use the toolkit.



HCA Support Portal

Welcome to the Washington State Health Care Authority support portal. Please select the option below that best describes you.



Public inquiry

I am a resident of Washington State and do not currently work for a state agency. I am making a request on behalf of myself or someone else.

View login instructions



Agency to agency inquiry

I am a(n):

- Active employee of a Washington State agency that uses WaTech's Office 365 managed services.
- PEBB benefits administrator and I am making a request related to my work with HCA.

Note: If you are a SEBB benefits administrator or your agency does not use WaTech's Office 365 managed service, please use the public login.

View login instructions



HCA Support Portal

When sending HCA Support messages, remember the following:

Submit tickets using the BA inquiry tile.
Do not submit tickets using general support.

Select a category based on the scenario/question

Include Full details,
SEBB Organization,
sub agency number,
phone number
Employee first, last name, DOB
and Full SSN

HCA Support request get auto-assigned.

O&T responds in the order in which received.

Please do not share the following:

Outreach and Training 1-800-700-1555

(Benefit Administrators only)

O&T staff email addresses or direct phone numbers



Questions

For questions about

- Enrollment or SEBB account: Contact payroll or benefits office
- Benefits: Contact plans
- Benefits 24/7: Go to the Help with Benefits 24/7 webpage or call the login assistance phone line at 1-866-335-0043
 - Phone number is for employee login issues only
 - Contact payroll or benefits office for non-login related issues



Open Enrollment Resources

SEBB Open enrollment

hca.wa.gov/sebb-oe

SEBB October Intercom Newsletter

hca.wa.gov/employee-retireebenefits/newsletters-sebb

SEBB Benefits Fairs

hca.wa.gov/oe-fairs

SEBB Virtual Benefits Fair(VBF)

hca.wa.gov/vbf-sebb

Benefits 24/7

benefits247.hca.wa.gov

Compare medical plan benefits

hca.wa.gov/compare-medical-sebb

2026 SEBB benefits changes

hca.wa.gov/about hca/news/announcements/changes-sebb-benefits-2026



Upcoming Webinars



October 17/10 a.m.: SEBB Navia OE webinar 2025

Where to register:

hca.wa.gov/sebb-benefits-admins/training-schedule

All webinars are recorded and posted to the BA website.

hca.wa.gov/sebb-benefits-admins/training-materials-and-recordings



Thank you for participating!



