Background

• Under legislation in 2017 (EHB 2242) and in 2018 (ESSB 6241), school employee health care benefits were consolidated under the SEBB Program
  – Starting January 1, 2020, all districts and charter schools must provide eligible employees with health care and other insurance benefits through the SEBB Program
  – All school employees (certificated and classified) anticipated to work 630 hours in a school year and their dependents are eligible
  – Employee premiums for full family medical coverage cannot be more than 3 times the premium for individual coverage for the same plan
Who can be covered by SEBB Program benefits?

• Estimated 200,000-300,000 school employees and dependents in a single community-rated risk pool
  – Certificated and classified employees working at least 630 hours per year
  – Legal spouses and state-registered domestic partners
  – Children up to age 26
  – Children of any age with disabilities

• Retired and disabled school employees remain in PEBB Program, unless changed by the Legislature
  – HCA recently delivered a legislative report on retired and disabled school employees risk pooling options
SEBB Program Launch Key Activities

Oct. 23, 2017
1st SEBB Meeting

- Board Established & Background
- Benefit Options
- Eligibility & Participation (Rules)
- Procurement & Contracting
- Setting Rates & Employee Contributions
- Open Enrollment

Jan. 1, 2020
Benefits Launch

- Enrollment & Claims Data Collection
- K-12 Retiree Study
- Employer Outreach & Assistance
- Stakeholder Communications
- Stakeholder & Member Communications

Q4 '17 Q1 '18 Q2 '18 Q3 '18 Q4 '18 Q1 '19 Q2 '19 Q3 '19 Q4 '19
Major Accomplishments in 2018

- 11 School Employees Benefits Board meetings with action on 53 policy resolutions
  - Board adopted core eligibility and enrollment policies with rule-making activity ongoing
  - Board established preliminary benefit design for medical, dental, vision, life, and disability insurance benefits

- Benefit procurements completed; contract negotiations underway
  - Procurements performed for medical, vision, and disability benefits
  - Contract negotiations in process on two dozen contracts or contract amendments

- Passage of ESSB 6241 (agency request legislation)

- HCA continuously engaging with key stakeholders
  - Hundreds of comments reviewed during Board policy development process
Major Accomplishments in 2018 (cont’d)

- Preliminary eligibility and enrollment modeling completed
- Collective bargaining tentative agreement reached
- HCA started building online enrollment system
Major Accomplishments in 2018 (cont’d)

- Website Development and Initial Member Communications
  www.hca.wa.gov/sebb
Upcoming 2019 Milestones

- Medical plan rate development refinement to further inform legislative budget process
- Final execution of contracts with all carriers
- Complete IT build and perform testing of required integrations (e.g., payroll) with school district partners and carriers
- After the budget is enacted, Board refinement of benefit designs and setting employee premiums
- Initial open enrollment October 1-November 15, 2019
- Benefits launch January 1, 2020
Questions?

David Iseminger
Phone: 360-725-1108
David.Iseminger@hca.wa.gov

HCA risk pool analysis legislative report: