

Benefits Information

(Update as of June 13, 2019)

- The Washington State Legislature passed a law in 2017 that created a new, mandatory benefits program for all school district employees. The new program is called the **School Employees Benefits Board (SEBB)**.
- All school district employees are required by state law to participate in SEBB starting January 1, 2020. School districts will no longer be allowed to offer their own health benefit plans.
- SEBB was created to:
 - Eliminate differences in school employee benefit offerings
 - Make benefits more affordable to employees with dependents
 - Consolidate collective bargaining for school employee benefits
 - Promote transparency and accountability
- We will continue to receive more information from SEBB about how to enroll in our new benefits program in the fall.
- Your benefits package and out-of-pocket costs might change as a result of the new state law. The plan offerings and costs will be finalized this summer. What we know now is that while every employee is impacted differently, generally, costs may decrease under SEBB for employees covering dependents, and costs may increase for employees covering themselves only.
- For more information, learn about SEBB from the Washington State [Health Care Authority website](#).
- Your current health benefits coverages are effective through 12-31-2019.
- If you choose to make changes to your current enrollment/coverage, the enrollment window will be from August 26 through September 13, 2019. Keep in mind, however, that any changes made would only be effective for the remainder of 2019 – from 10-1-2019 to 12-31-2019 for all plans except dental, and from 11-1-2019 to 12-31-2019 for dental – since SEBB benefits will begin January 1, 2020.
- The district will not offer a benefit fair in September.
- The enrollment process through the SEBB software will start 10-1-2019 and end on 11-15-2019, for an effective date of 1-1-2020. Watch for more information in the fall.

Learn more about SEBB from the Washington State Health Care Authority at:
<https://www.hca.wa.gov/about-hca/school-employees-benefits-board-sebb-program>