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| SEBB Implementation FAQ | 6.17.2019  |
| Question | **Answer** | **Resource** |
| Which employees are eligible/required to participate? | * Certificated and classified employees anticipated to work at least 630 hours per school year
 | * SEBB handout page 3
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| Does it matter if the eligible employee is funded by basic ed (01) vs. other programs? | * No, certificated or classified employee anticipated to work at least 630 hours per school year is eligible for benefits through SEBB
 | * John Bowden, HCA
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| Are CMO employees eligible/ required to participate? | * Answer pending confirmation
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| How much funding will we receive from the state? | * Starting January 2020 schools will receive $994 a month per funded state staff unit in the programs of basic education\*
* State funded certificated staff units are multiplied by 1.02
* State funded classified staff units are multiplied by 1.43
* Starting July 2020 state will pay $1,056 per funded staff unit in the programs of basic education
 | * Charter Schools 5-21-19 – PDF page 4
* John Jenft sheet - OSPI
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| What will the employer contribution be? | * $994 per month per eligible employee (January – June 2020) The $994 is a composite rate schools will pay for benefits for all eligible employees.  It doesn’t matter what medical plan or tier is selected or even if employees waive coverage.  The $994 also includes dental and vision regardless of plan or tier, basic life and AD&D and long-term disability for the employee, and other costs like administration.
* $1,056 per month per eligible employee (July 2020 and beyond)
* Note school will still need to remit payment to the HCA for eligible employees who waive coverage
* The employer contribution is the amounts listed regardless of the plan(s) eligible employees elect
 | * John Bowden, HCA
* John Bowden 6/12/2019
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| What is employee contribution? | * Employee contribution depends on the plan elections made by the individual employee
* There is not a medical plan where the employee would pay nothing.  Statute requires that an employee pay at least 2 percent of the Employer Medical Contribution (EMC).  With the EMC at $578 the minimum that an employee would pay would need to be at least $11.56, for example.  The SEB Board still needs to approve all plans and rates, but at this point the lowest priced cost plan for employees would be the UMP High Deductible Plan costing the employee $25 per month for individual coverage.
 | * John Bowden, HCA
* Charter Schools 5-21-19 – PDF page 7
* John Bowden 6/12/2019
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| What benefits will be included? Which providers are included in the plans | * See Charter School 5-21-19 – PDF pages 10 - 18
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| Will the funding relating to SEBB from Sept through Dec truly occur at the full rate even though program takes effect starting in January 2020? | * There is no “SEBB” funding September -December 2019
* Schools receive $973 per state funded staff unit in the programs of basic education
* This is an allocation within each program and is not a change in funding allocations from previous year
* Schools will pay for health insurance they broker for employees based on the elections they choose as an employer from September – December 2019
 | * John Jenft sheet - OSPI
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| Other than the limit on ratio between what employees pay for individuals vs family’s coverage, what governs what we as employers can charge employees as their contribution toward premium? | * Employers cannot charge a portion of the $994 to employees
 | * John Bowden, HCA
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| If there is excess SEBB funding in one year, what happens to that funding? | * SEBB will be treated as any other allocation, funds are to be used at districts discretion and all programs are subject to recovery of funds based on program specific requirements.  SEBB allocations will not be separated out from total allocation or recovery percentage calculations, etc.
 | Michelle Matakas, OSPI 6/17/2019 |
| Where will SEBB Revenue be coded? | * It will be embedded within apportionment for each program of basic education, in the same way the health insurance apportionment is now, based on the funded staff units for each program. Note OSPI also noted that they are working to determine if and how SEBB funding will flow through Transportation revenue
 | Michelle Matakas, OSPI 6/17/2019 |
| Will the S-275 be used for employee eligibility verification? If not, will OSPI play any role in verifying employee eligibility? | * Uncertain.  At this time, we believe this will rest solely on HCA.
 | Michelle Matakas, OSPI 6/17/2019 |

*\*Note: State funded programs of basic education include: Program 01, LAP, TBIP, HiCAP, Special Education, and Transportation*

**Resources:**

SEBB Presentation – Titled Charters 5-21-2019

SEBB Handout – Provided 5-21-2019 to WA Charters

HCA Website - <https://www.hca.wa.gov/>

John Bowden, HCA

John Jenft Sheet – OSPI

Michelle Matakas, Director School Apportionment and Financial Services