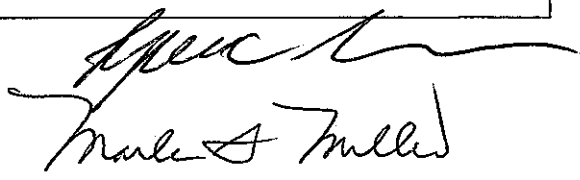


TAJ 11/25/2019



**9.3 GROUP INSURANCE**

Beginning January 1, 2020, the language in Section 9.3.1 through 9.3.8 shall expire and be replaced by Section 9.3.9 through 9.3.11 and the MoU entitled "Transition to SEBB".

**9.3.9 SCHOOL EMPLOYEES BENEFIT BOARD (SEBB) PROGRAM:**

9.3.9.1 Effective January 1, 2020, the District will implement the state's mandatory insurance program administered by the Washington Health Care Authority through the School Employees Benefits Board (SEBB). The District shall pay the full portion of the employer contribution as adopted in the School Employees Health Care Coalition Agreement for all employees who meet the eligibility requirements outlined below. For purposes of benefits provided under the SEBB, school year shall mean September through August, and shall also be referred to as the eligibility year.

9.3.9.2 The District will implement the School Employees Health Care Coalition agreement when collecting the employee premiums which will be paid to the Health Care Authority (HCA) through payroll deduction for the month in which the employee receives benefits.

9.3.9.3 The District will provide benefits to employees, to include those benefits offered through SEBB, and at a minimum including the following:

- Basic Life and Accidental Death and Dismemberment insurance (AD&D)
- Basic Long-term Disability
- Vision
- Dental including orthodontia
- Medical Plan

9.3.9.4 Employees are eligible to participate in the Medical Flexible Spending Arrangement (FSA) and Dependent Care Assistance Program (DCAP) offered by SEBB. Employees will also have the option of enrolling in a Health Savings Account (HSA) when they select a qualifying High Deductible Health Plan (HDHP) for their medical insurance. In addition, employees will be able to utilize payroll deduction for any supplemental insurance that they choose to enroll in through SEBB (e.g. increased Life, AD&D, Long-term disability, etc.).

**9.3.9.5 Eligibility:**

9.3.9.5.1 All employees, including substitute employees, shall be eligible for full insurance coverage under the SEBB program if they work, or are anticipated to work 630 hours or more in an eligibility year, so long as they maintain an employee/employer relationship. Once eligibility is established, it shall be maintained for the remainder of the eligibility year.

- 9.3.9.5.2 Should an employee who previously was not expected to be eligible for benefits under SEBB work 630 hours in one year, the employee will become eligible for benefits to begin the month after attaining 630 hours.
- 9.3.9.5.3 When an employee is hired into a position that would qualify for benefits if filled for the full eligibility year, and there are not enough days remaining in the year to achieve 630 hours, that employee will be provided with benefits coverage.
- 9.3.9.5.4 Any employee who has worked 630 hours in the previous two years and is returning to a similar position(s) at the same or greater FTE will be deemed eligible for benefits.
- 9.3.9.5.5 All compensated hours in any position within the district shall count for purposes of establishing eligibility. Part-time employees may document all hours worked for the district, including overtime hours, in order to meet benefit eligibility requirements.
- 9.3.9.5.6 The District shall not reduce employee hours or sever the employer/employee relationship in order to avoid initial or ongoing benefit eligibility.
- 9.3.9.6 Benefit Enrollment and Continuity of Coverage:
- 9.3.9.6.1 In the month of September, benefit coverage for eligible employees begins their first day of work, so long as the employee works on or before the first day of school. For all other eligible employees, benefit coverage will begin the first day of the month which follows the employee's first day of work.
- 9.3.9.6.2 Employees previously employed by a SEBB employer and eligible for SEBB coverage in the month prior to their first day of work will have uninterrupted benefit coverage if they meet the eligibility requirements above.
- 9.3.9.7 Leaves:
- 9.3.9.7.1 Paid leave hours shall count towards eligibility for benefits under this section. Employees who are otherwise eligible for benefits who go on unpaid leave and retain their employee/employer relationship will remain eligible for benefits.
- 9.3.9.7.2 An employee on approved leave under the federal Family and Medical Leave Act (FMLA) or the Washington State Paid Family Medical Leave (PFML) will continue to receive the employer contribution for insurance coverage in accordance with the federal FMLA or RCW 50A.04.245.
- 9.3.9.8 Benefit Termination:
- 9.3.9.8.1 Any employee eligible for benefits who terminates the employee/employer relationship shall continue to receive benefits through their final month of employment.

9.3.9.8.2 In cases where separation occurs after completion of the school year, benefit coverage will continue through the employee's final premium payment.

9.3.9.9 Substitutes:

9.3.9.9.1 Substitute employees shall be eligible for full insurance coverage under the SEBB program if they work, or are anticipated to work, 630 hours or more in an eligibility year, or have worked 630 hours in the previous two years. The district will not sever the employee/employer relationship with substitute employees in order to avoid initial or ongoing benefit eligibility.

9.3.9.9.2 The District shall make an employee effectiveness program through the District's selected provider available to each employee that includes at least four (4) counseling sessions per incident for the employee or members of the employee's family.

9.3.10 The District and the Association agree to continue participation in a medical reserve trust program on a year-to-year basis for employees separating from employment and eligible for sick leave cash-out. In addition, the District and the Association agree to participate in a medical reserve trust program on a year-to-year basis for employees who have accumulated 180 or more days of sick leave.

9.3.11 The District Insurance Advisory Committee shall periodically evaluate supplemental insurance programs. The Association shall appoint one (1) representative to the Committee.

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SEBB Transition MoU  
between  
Shoreline School District and Shoreline Children's Center Association

The parties recognize that the State of Washington is requiring all school employees to participate in the benefits program administered through the School Employees Benefits Board (SEBB), effective January 1, 2020.

The transition to SEBB will create one-time impacts resulting in the following agreements:

1. Premium Holiday: Benefit premium payments for December 2019 coverage shall be withheld from the November pay warrant and paid at the beginning of December. Benefit premium payments for January 2020 coverage shall be withheld from the January pay warrant and paid at the beginning of February 2020. Therefore, in the month of December 2019, neither the employees nor the employer

will make insurance premium payments. However, the parties also recognize that because payment for insurance coverage under SEBB is paid at the end of the month of coverage, both the employee and employer will pay insurance premiums for the employee's last month of coverage on the employee's final paycheck.

2. All funds remaining after vision claims have been paid and the current self-insured vision plan has expired shall be dispersed to individual SCCA members as a pro-rata share of the total plan participants.
3. Self-Pay Continuation Coverage Options: The District will implement the SEBB Continuation Coverage Policies (2018-58, 2019-06, 2019-07) and communicate these options to employees.