



Preliminary Report

School Employees Benefits Board Coverage

Legislative Auditor's Conclusion:

The percentage of employees eligible for health care coverage through SEBB increased to 77%. On average, districts reported paying an estimated 31-44% more per month under SEBB.

Ongoing data collection would require changes to OSPI and HCA reporting requirements.

Melanie Stidham | Stephanie Hoffman

December 2021

SEBB went into effect Jan. 1, 2020

Prior to SEBB

Every district negotiated own benefit packages.

Eligibility and costs for benefits varied by district and position type.

District rates and employee costs varied.

Under SEBB

Same benefit packages offered to all school employees.

Eligibility criteria set in statute—
630 hours per year.

Districts pay same rate for all eligible employees—
Includes medical, dental, vision and other benefits.

2020 Legislature directed JLARC to collect data on:

School employees and eligibility for health benefits (2018-19 and 2019-20 school years)

Number &
type of
employees,
ranges of
hours worked

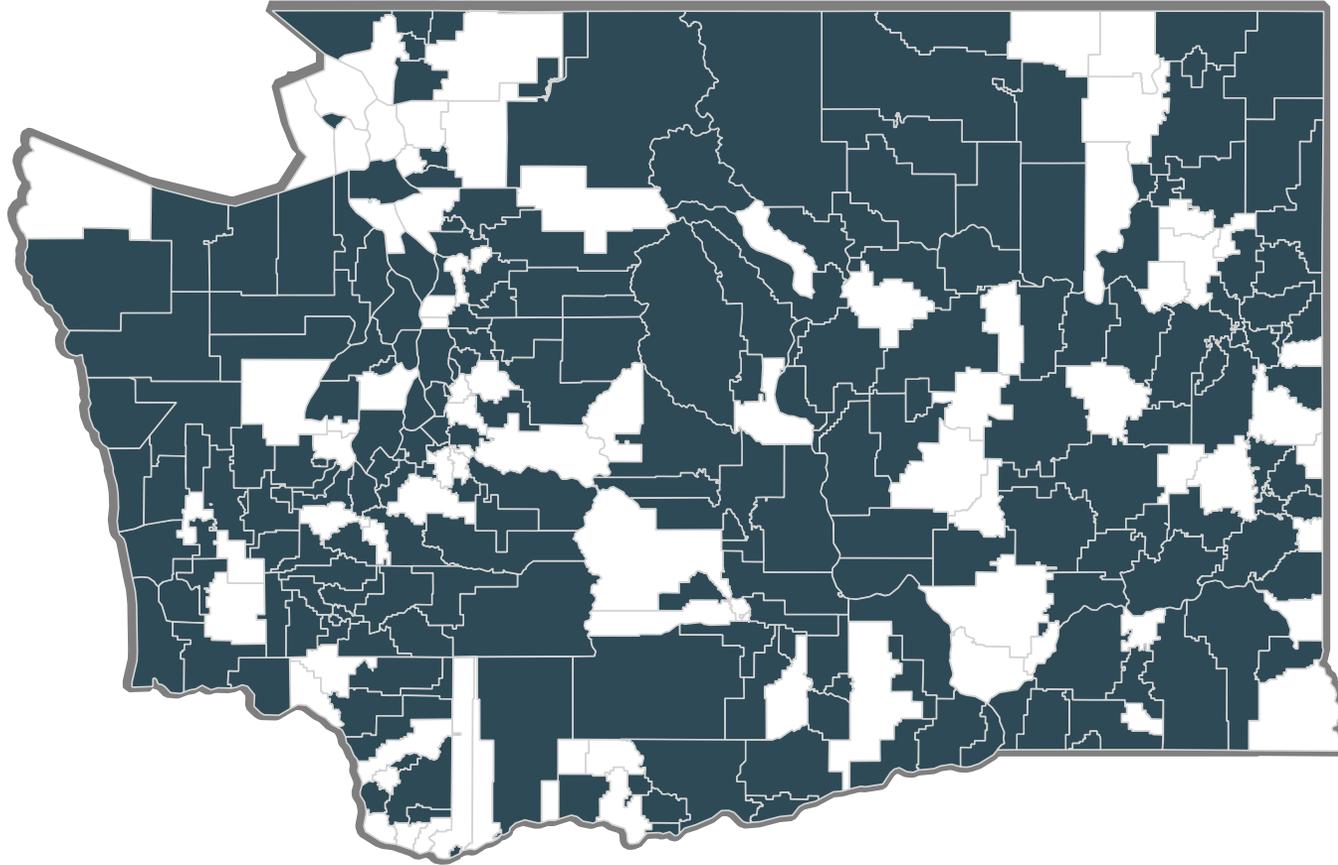
Number
eligible for
benefits

Number
waiving
coverage

Amount
districts paid
for employee
benefits

Certificated
& classified
benefit units
funded

Report findings based on 212 of the 295 school districts



Data available through interactive dashboards

WASHINGTON JLARC

Executive Summary Report Details Recommendations & Responses More Contact

Preliminary Report: School Employees Benefits Board Coverage October 2021

REPORT DETAILS

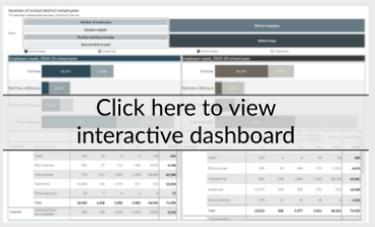
Appendix A: Additional statewide and district-level data

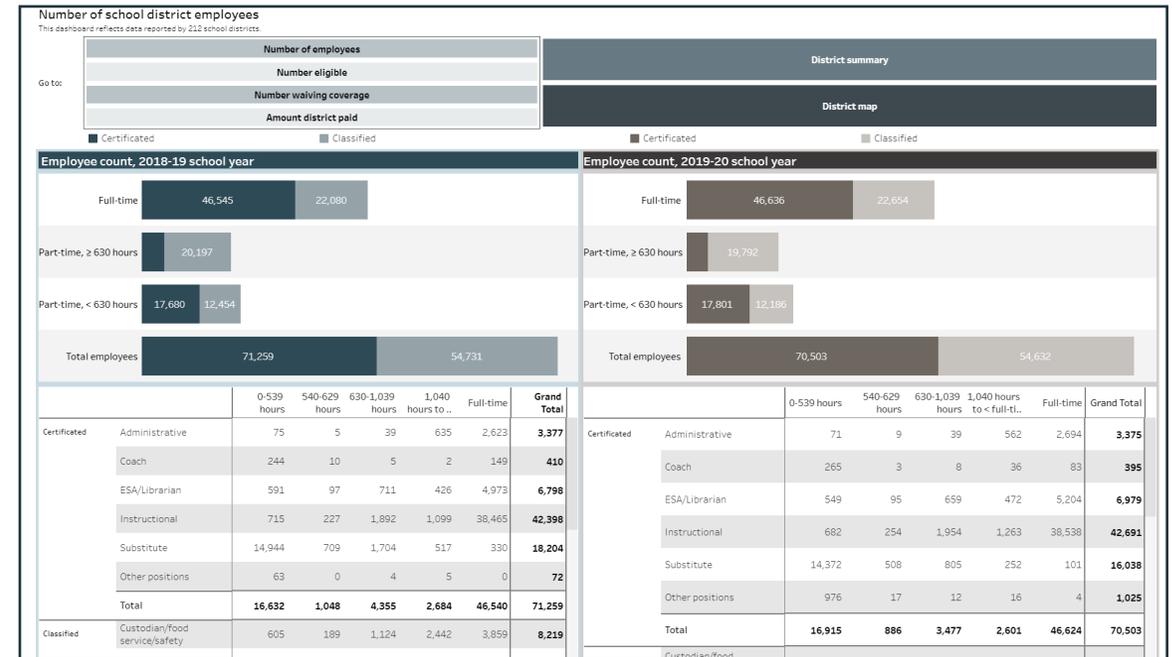
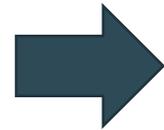
This section links to external dashboards

The dashboards are hosted on Tableau Public. You do not need a Tableau account to access them. Click on the images in the tables below to open interactive dashboards in a new window.

Statewide summary data on number of employees, eligibility, waived coverage, and amounts paid

JLARC staff developed summary dashboards that provide additional information about number of employees, eligibility, waived coverage, and amounts paid by position types and hours worked. The data is for the 212 districts included in this study.

Data	Data Source	Link
Number of employees	School districts and/or Washington School Information Processing Cooperative (WSIPC)	 <p>Click here to view interactive dashboard</p>



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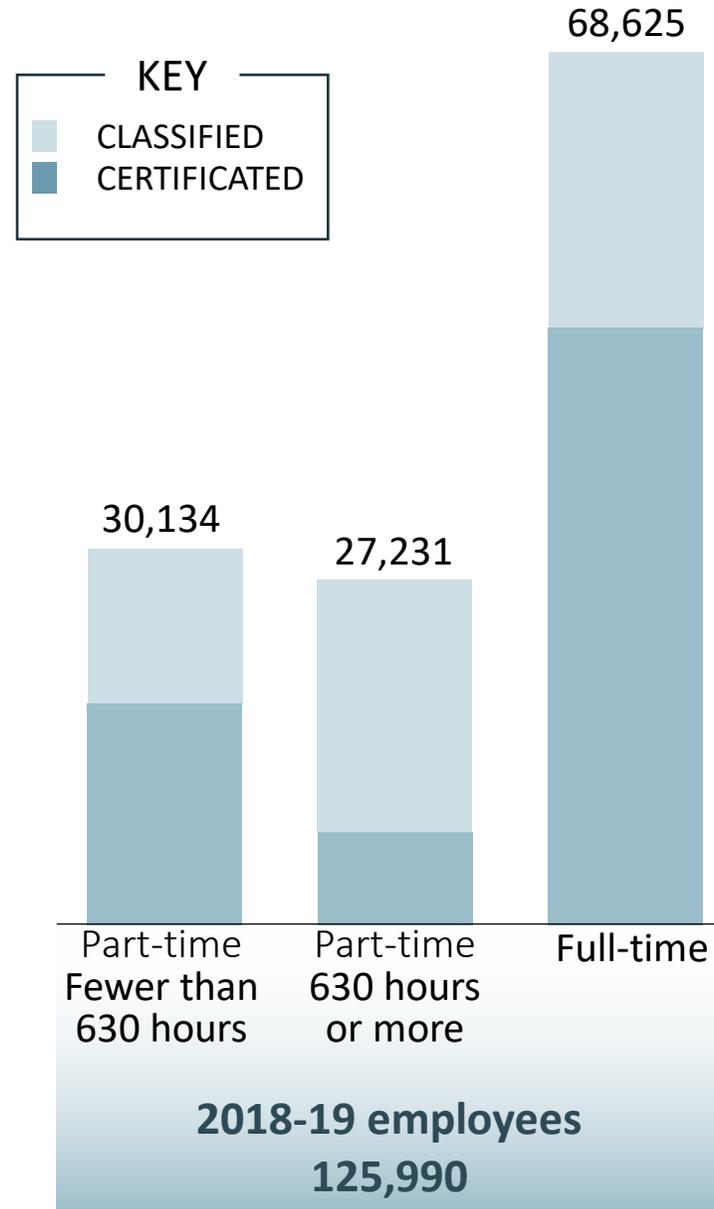
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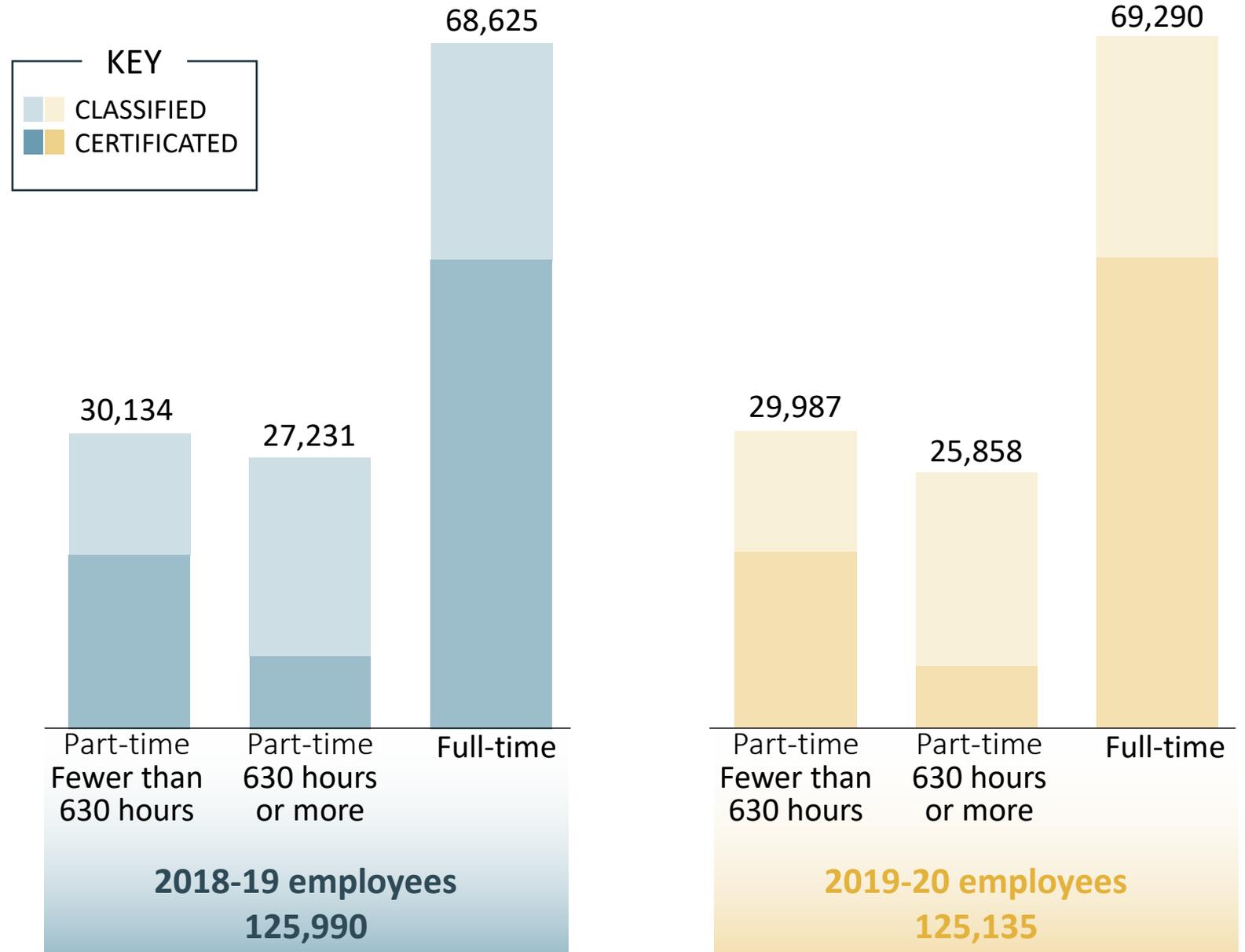
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Total employees: 1% net reduction



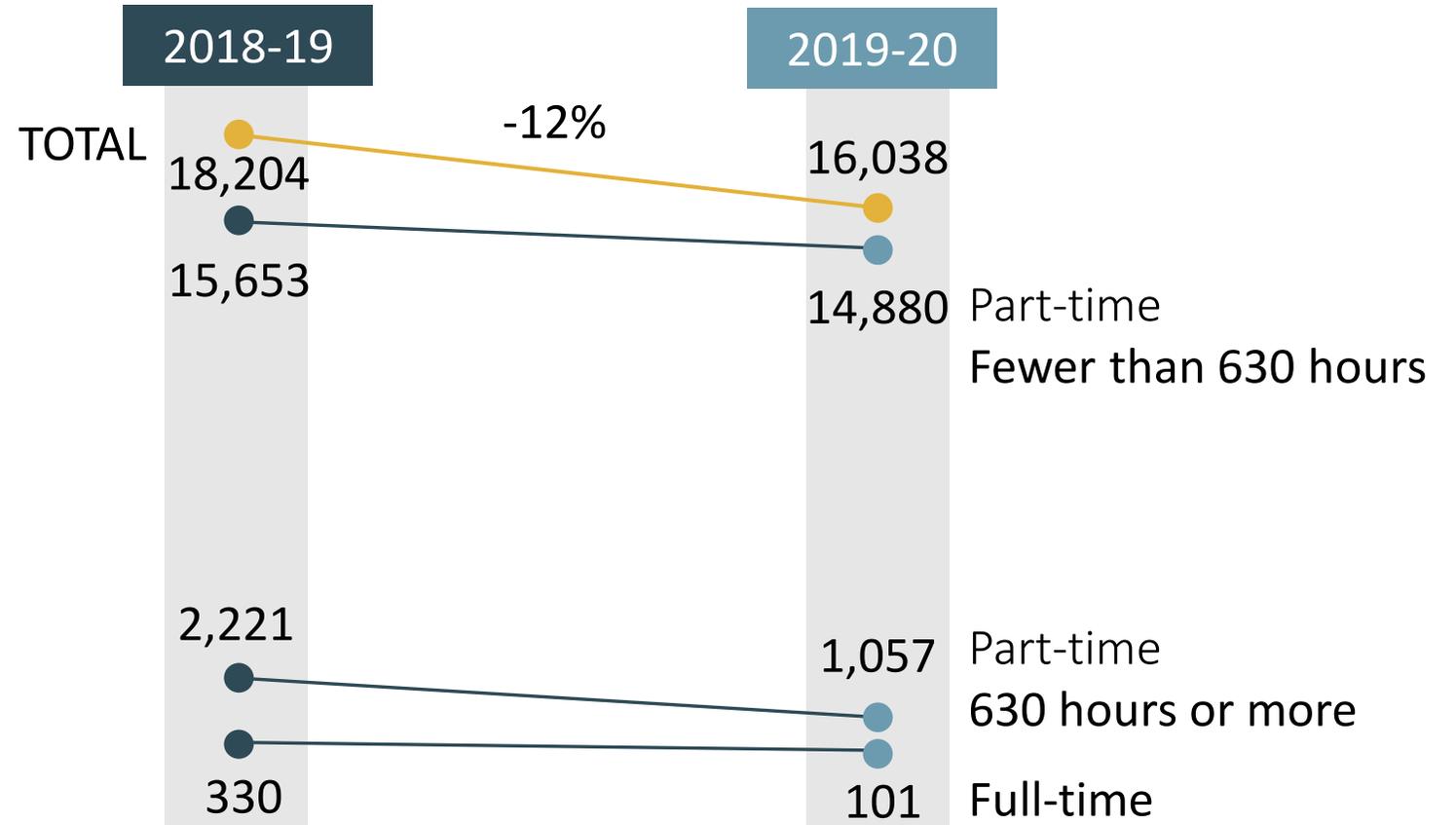
Total employees: 1% net reduction



Most positions had little change, however substitutes decreased by 12%

Decrease likely due to COVID-19 related school closures.

Majority of substitutes work fewer than 630 hours.



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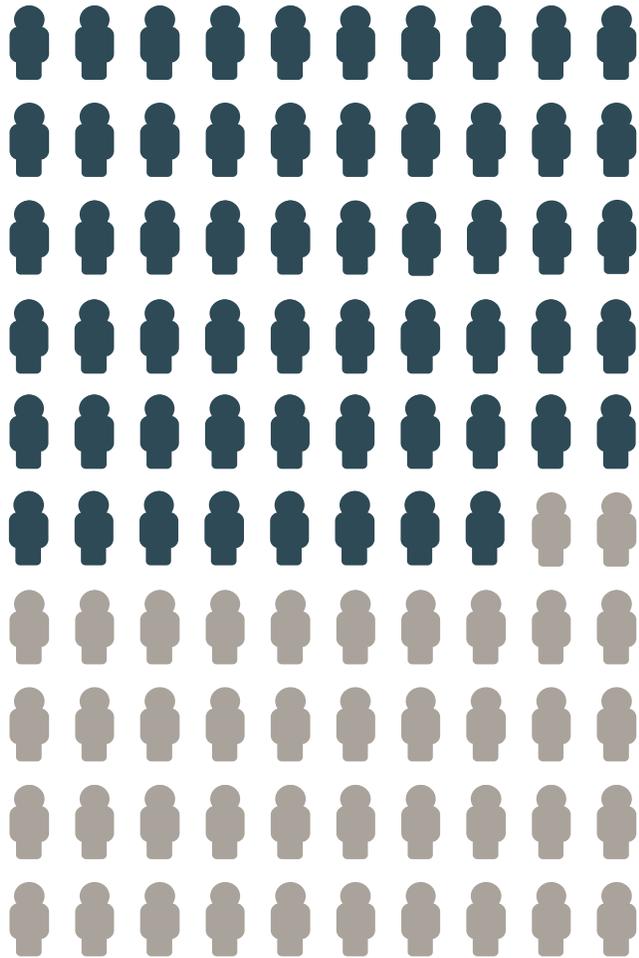
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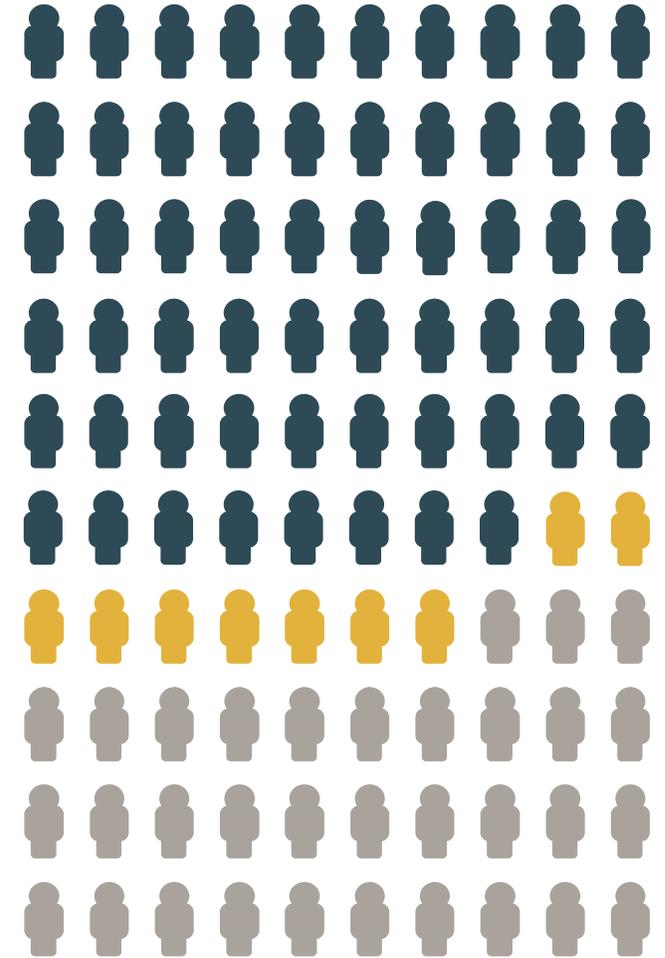
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Eligibility: Increase from 68% to 77% of employees

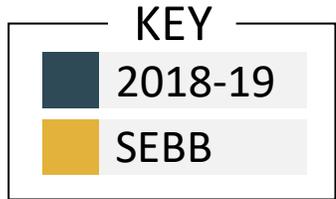


2018-19
86,194 employees
eligible out of
125,990 (68%)

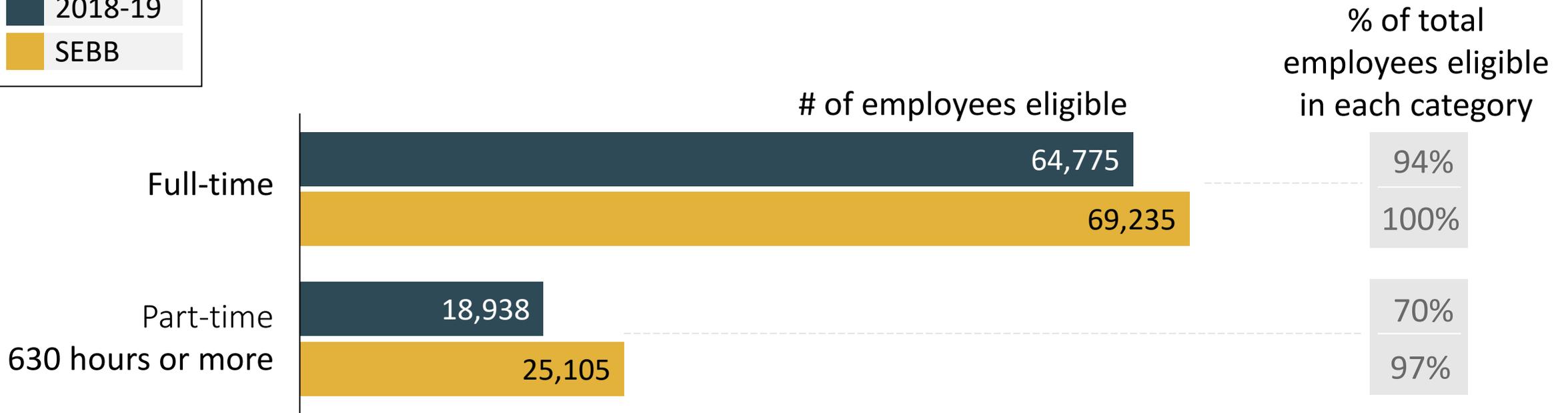
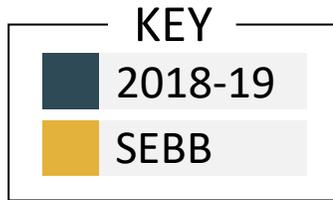
Under SEBB
96,346 employees
eligible out of
125,135 (77%)



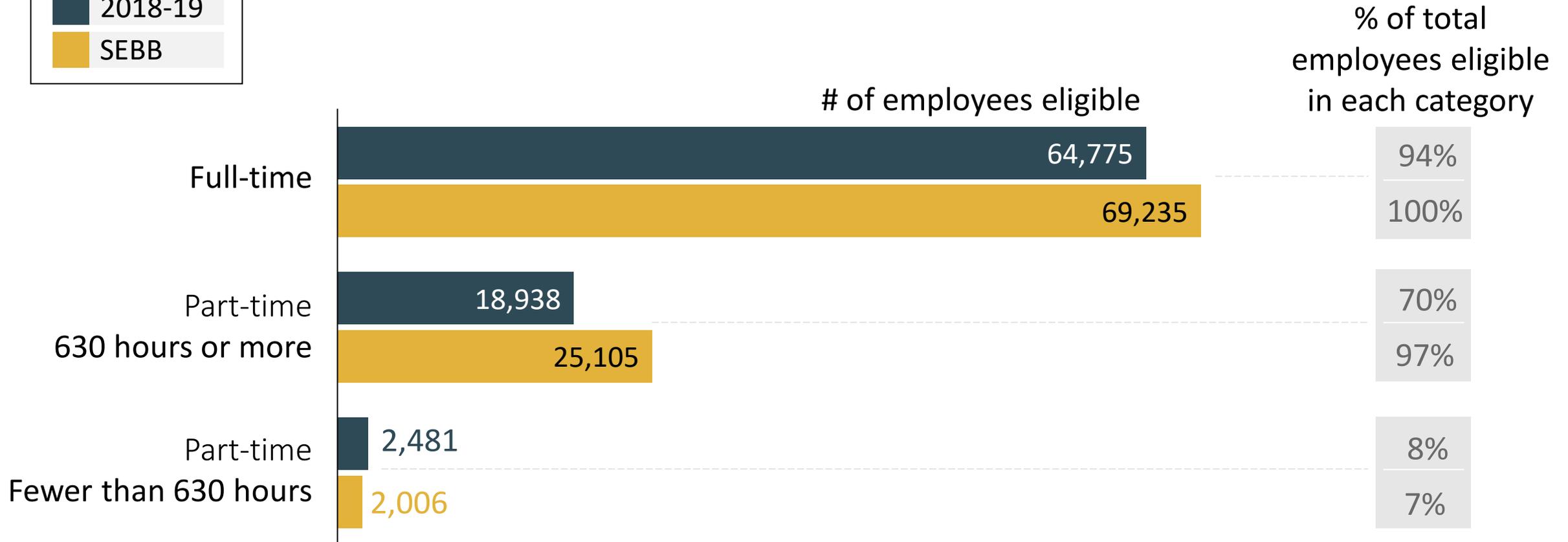
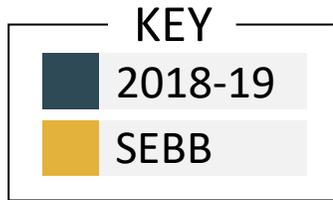
Eligibility: Little change in full-time employees



Eligibility: Increase in part-time 630 hours or more



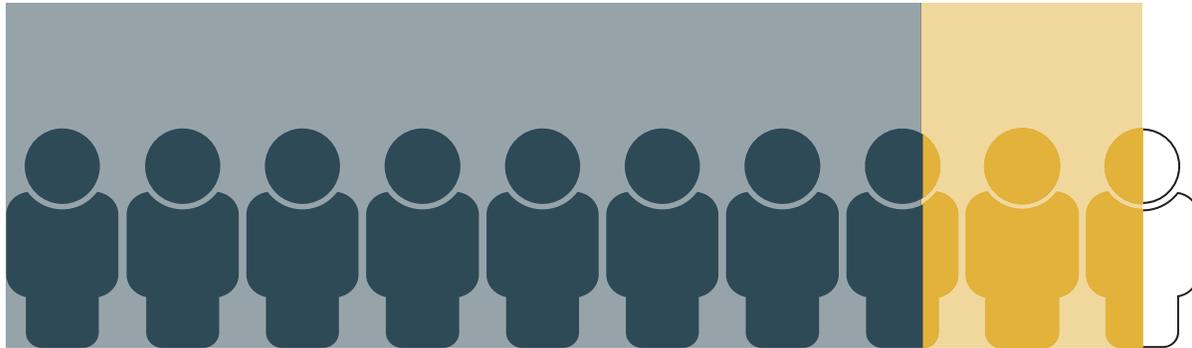
Eligibility: Decrease in part-time fewer than 630 hours



Two positions had an increase in eligibility of 10% or more **under SEBB**

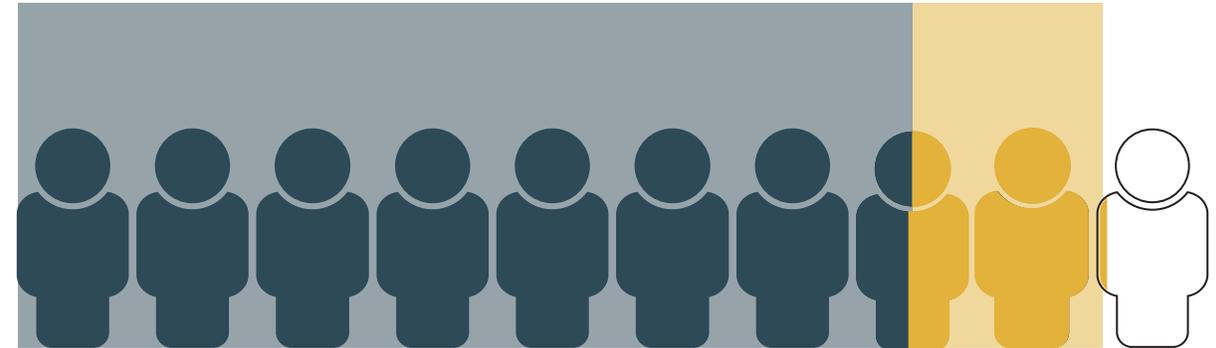
Transportation

95% Eligibility under SEBB



Paraprofessional

91% Eligibility under SEBB



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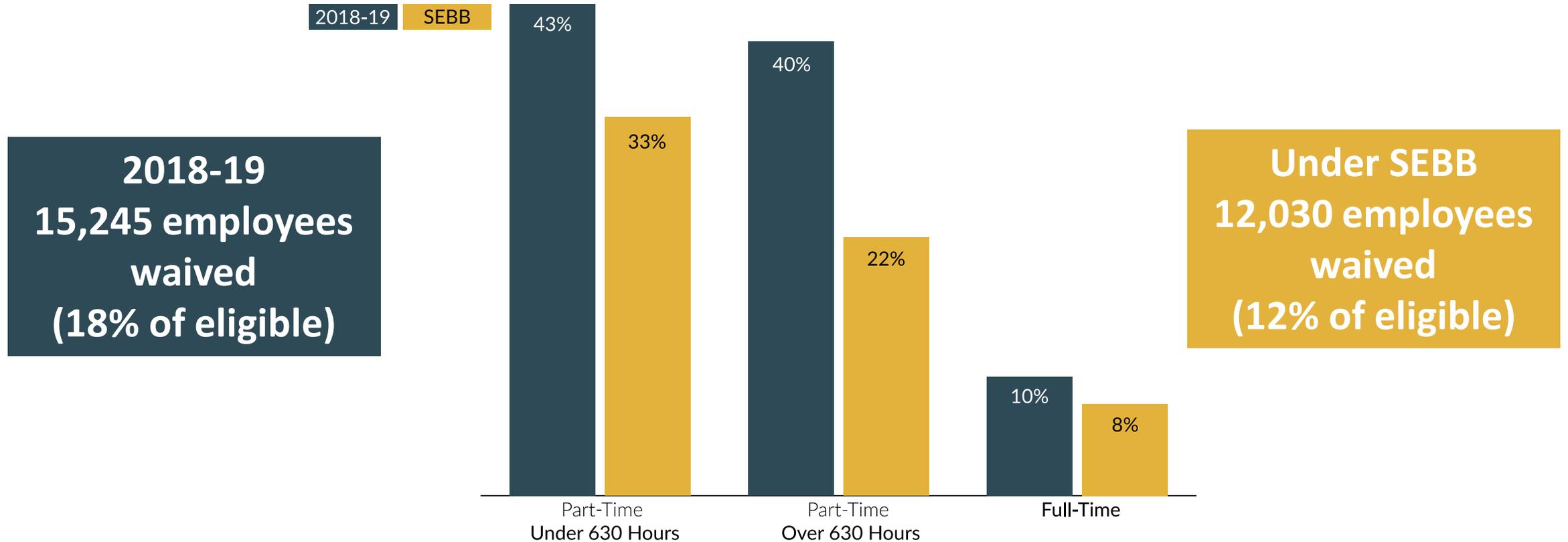
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Waived coverage: fewer employees waived under SEBB



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On average, districts reported paying an estimated 31-44% more per month under SEBB

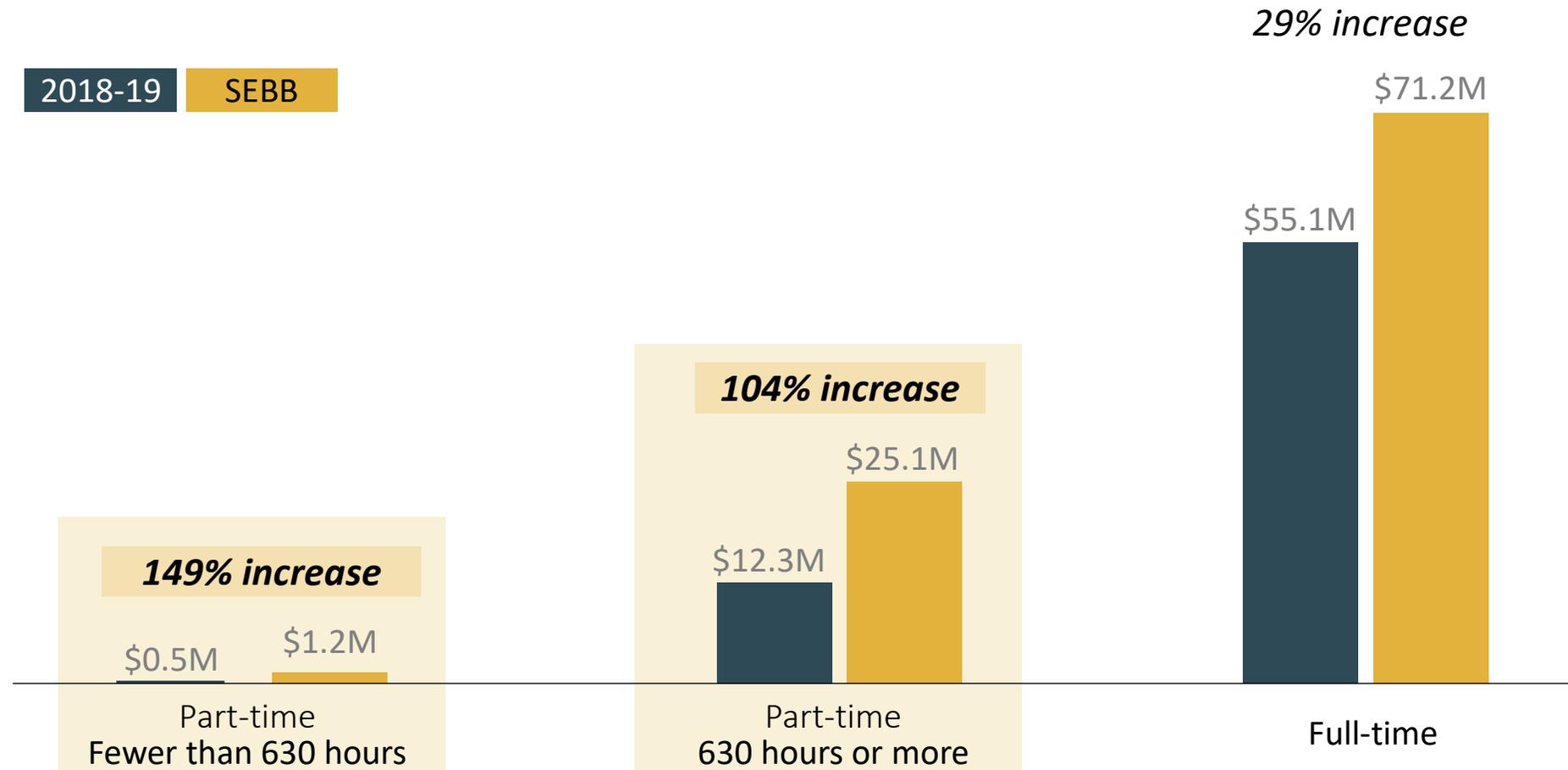
Three factors driving cost increase:

Higher monthly employer rate - SEBB rate is comprehensive.

Expanded eligibility.

Districts pay full amount for part-time employees rather than proration.

Largest percent increase in monthly costs was for part-time employees



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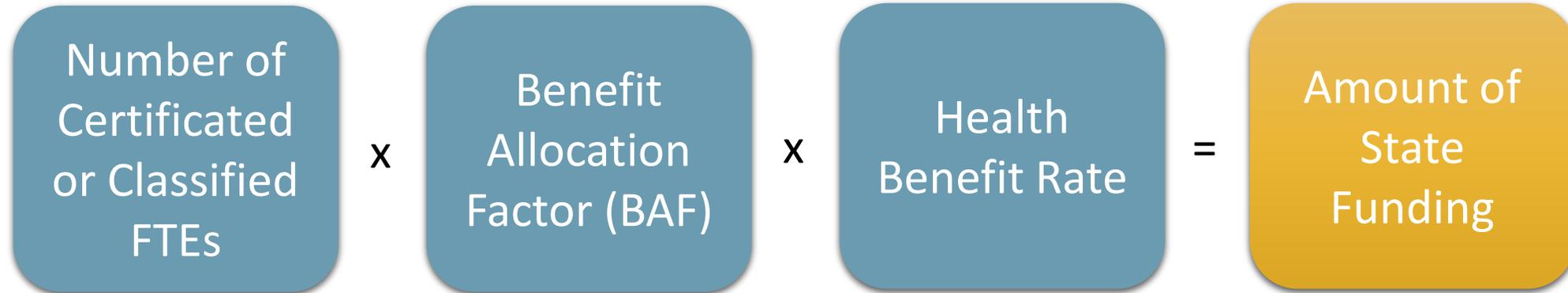
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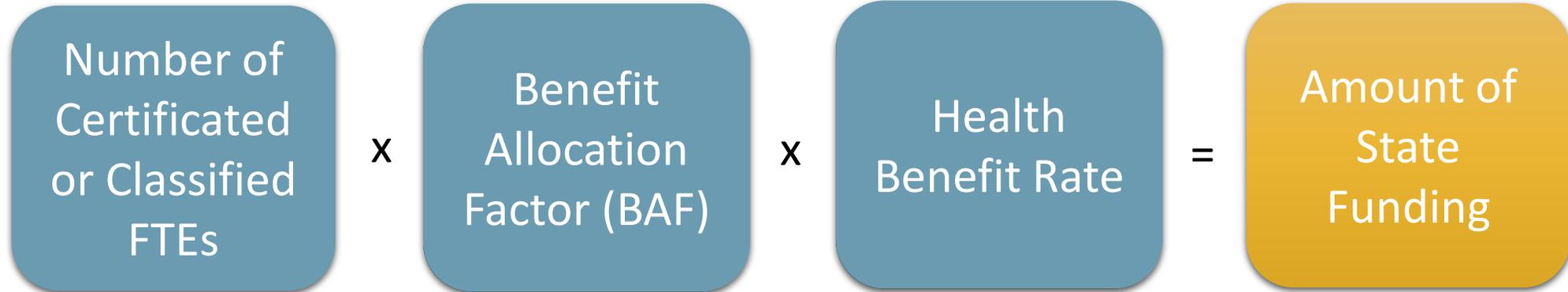
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State funding based on three main components



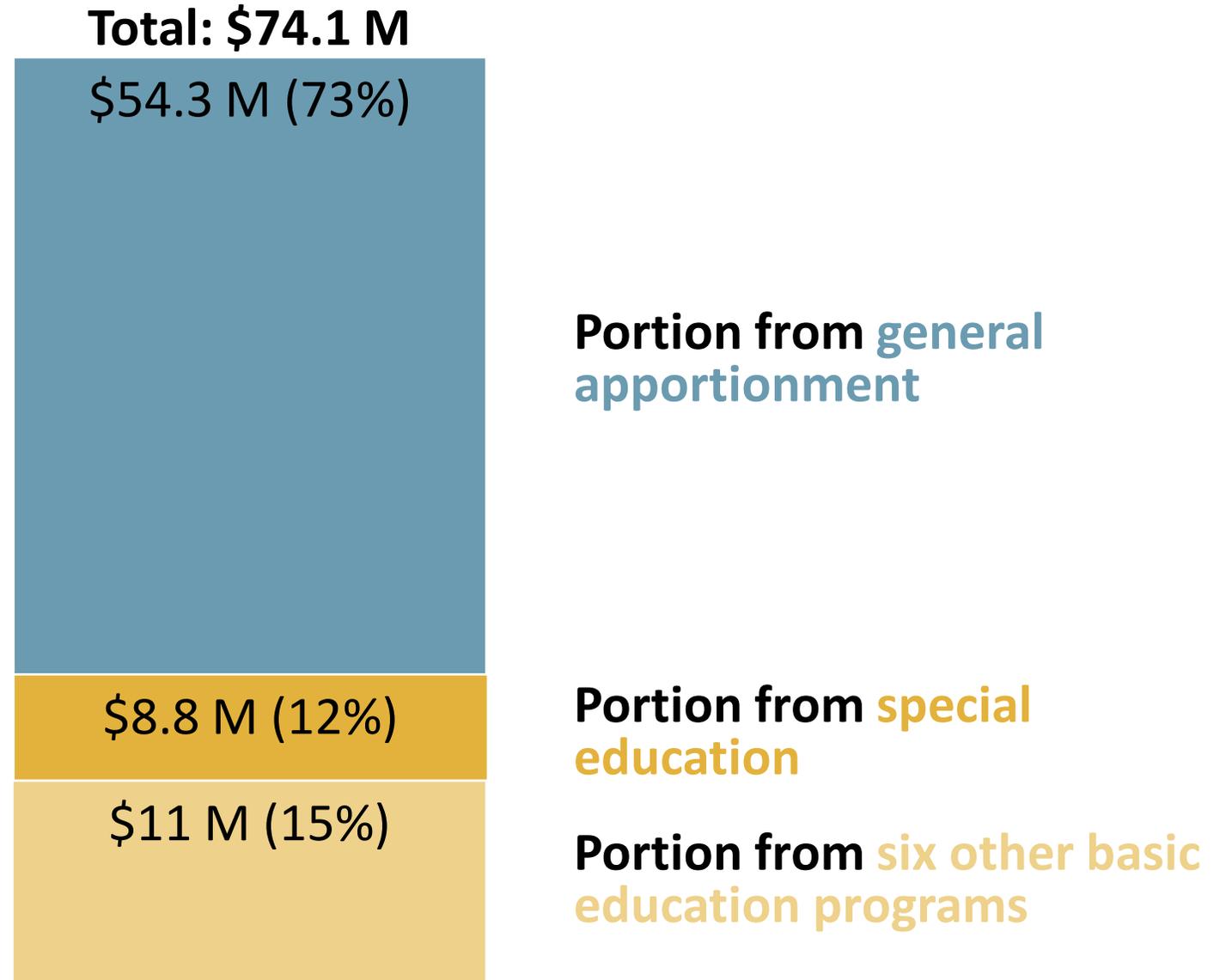
❖ Benefit unit = FTE \times BAF

State funding increased under SEBB



- ❖ BAF increased: 2% more certificated and 25% classified benefit units funded.
- ❖ Health benefit rate increased from \$844 to average of \$1,010.

**Average monthly
funding increased
by 29% under SEBB
from \$57.5 M to
\$74.1 M**



2020 Legislature also directed JLARC to weigh in on:

Ongoing data collection by Office of Superintendent of Public Instruction (OSPI) and Health Care Authority (HCA).

State agencies do not currently collect all data provided in this study

OSPI

Data includes:

- Snapshot of employee-level data once a year.
- FTE, certificated/classified, position type.

Does not include:

- Number of hours worked.
- All positions, e.g., short-term substitutes.

HCA

Data includes:

- Eligible employees and those waiving coverage.

Does not include:

- Number of hours worked.
- Position type.

Legislative Auditor's Recommendation

OSPI and HCA should work with House and Senate fiscal staff to determine what additional data elements might be needed for ongoing data collection.

If new elements are suggested, OSPI and HCA should each develop a data collection plan and identify resource requirements as applicable.



Next Steps

Proposed Final Report | January 2022

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