



School Employees Benefits Board (SEBB) 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.



Directed to collect data on:

**School employees and their 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 and state funding
- Ongoing data collection

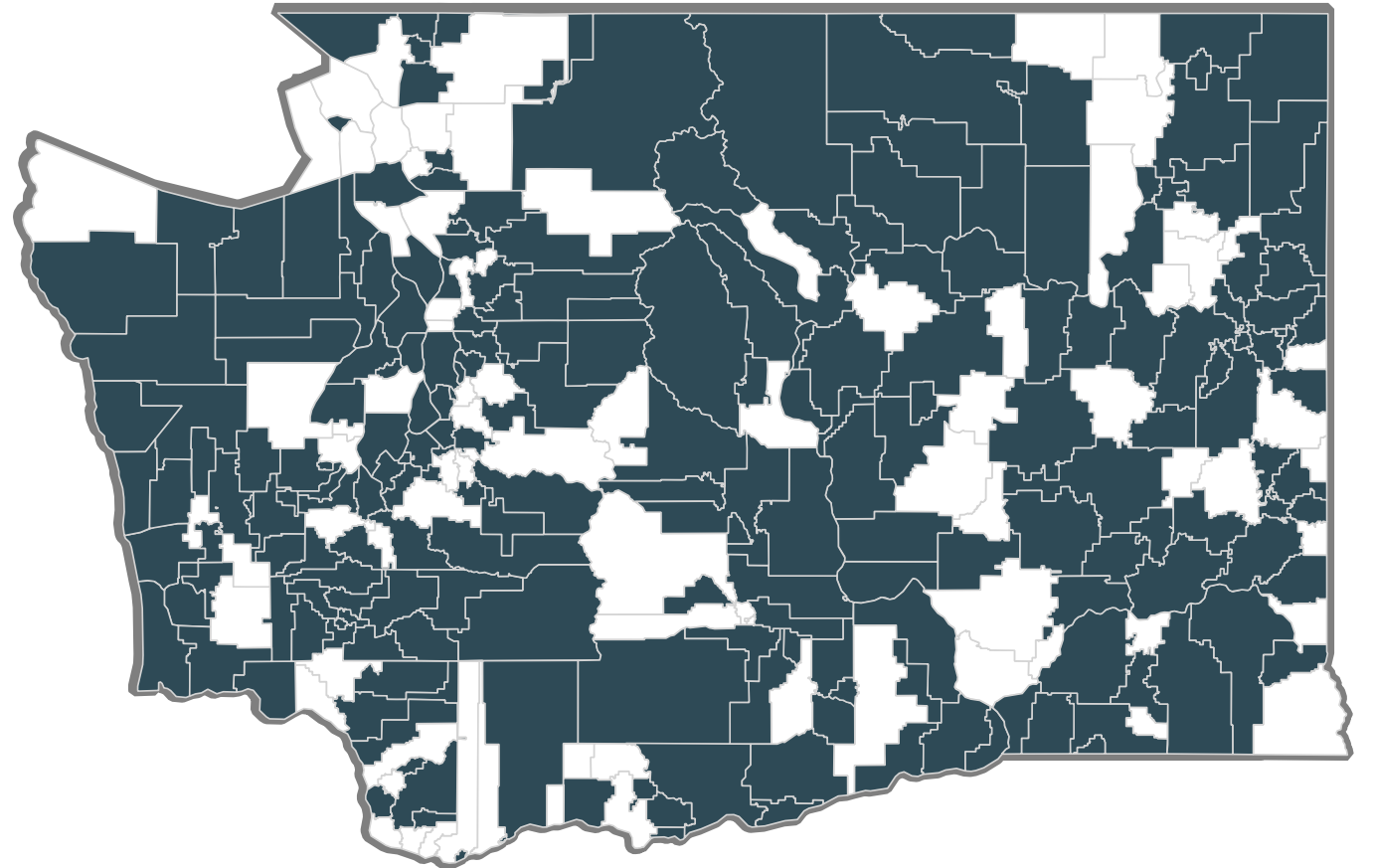


Directed to collect data on:

School employees and their 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 and state funding**
- **Ongoing data collection**

Report findings based on data from 212 of the 295 school districts





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Eligibility:

Increase from 68% to 77% of employees

2018-19

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



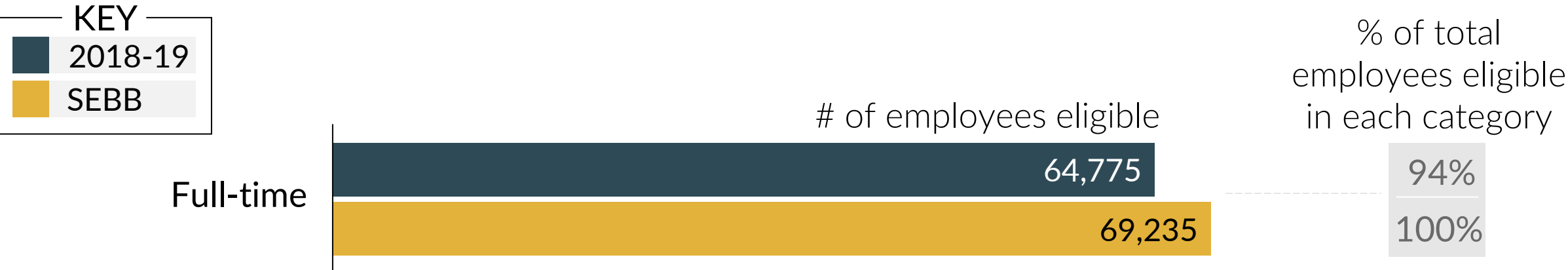
Under SEBB

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



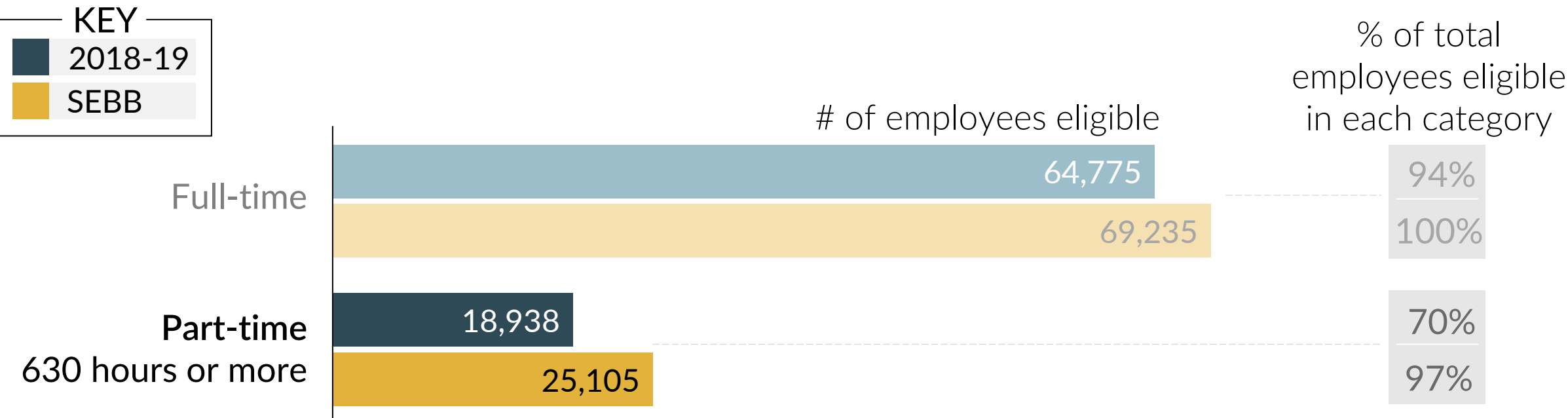
Eligibility:

Little change in full-time employees



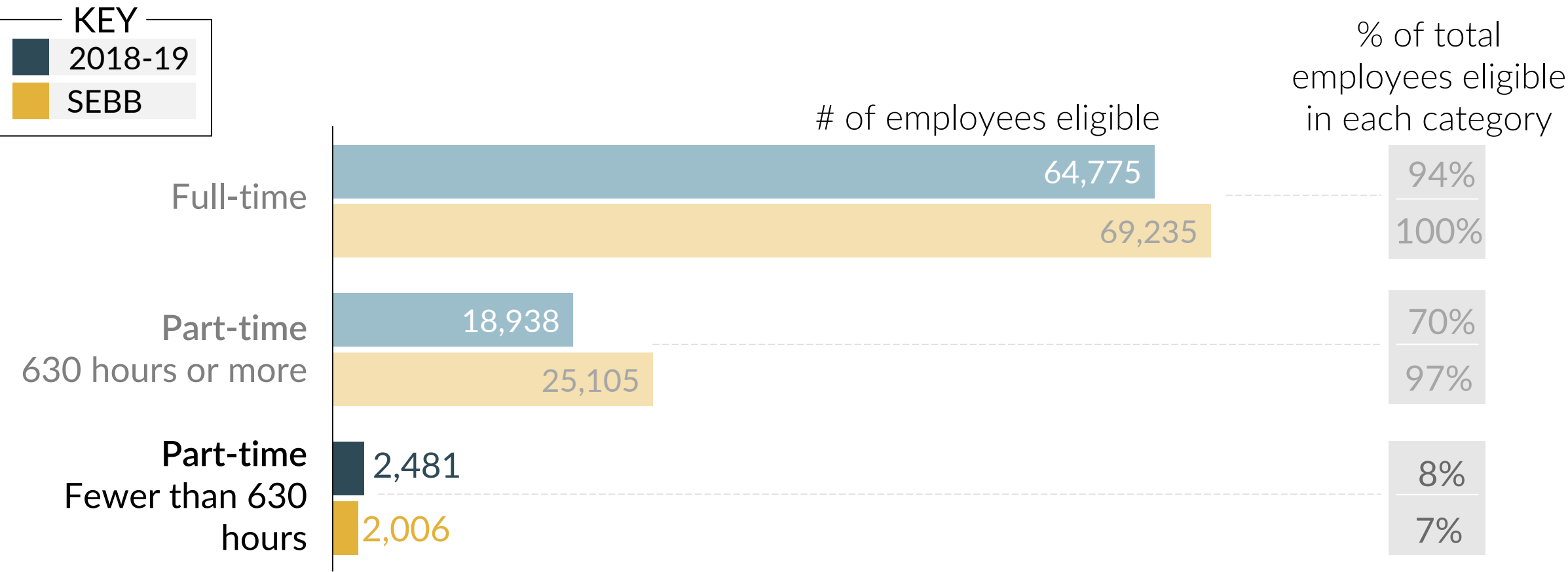
Eligibility:

Increase in part-time 630 hours or more



Eligibility:

Decrease in part-time fewer than 630 hours





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Three factors driving cost increase:

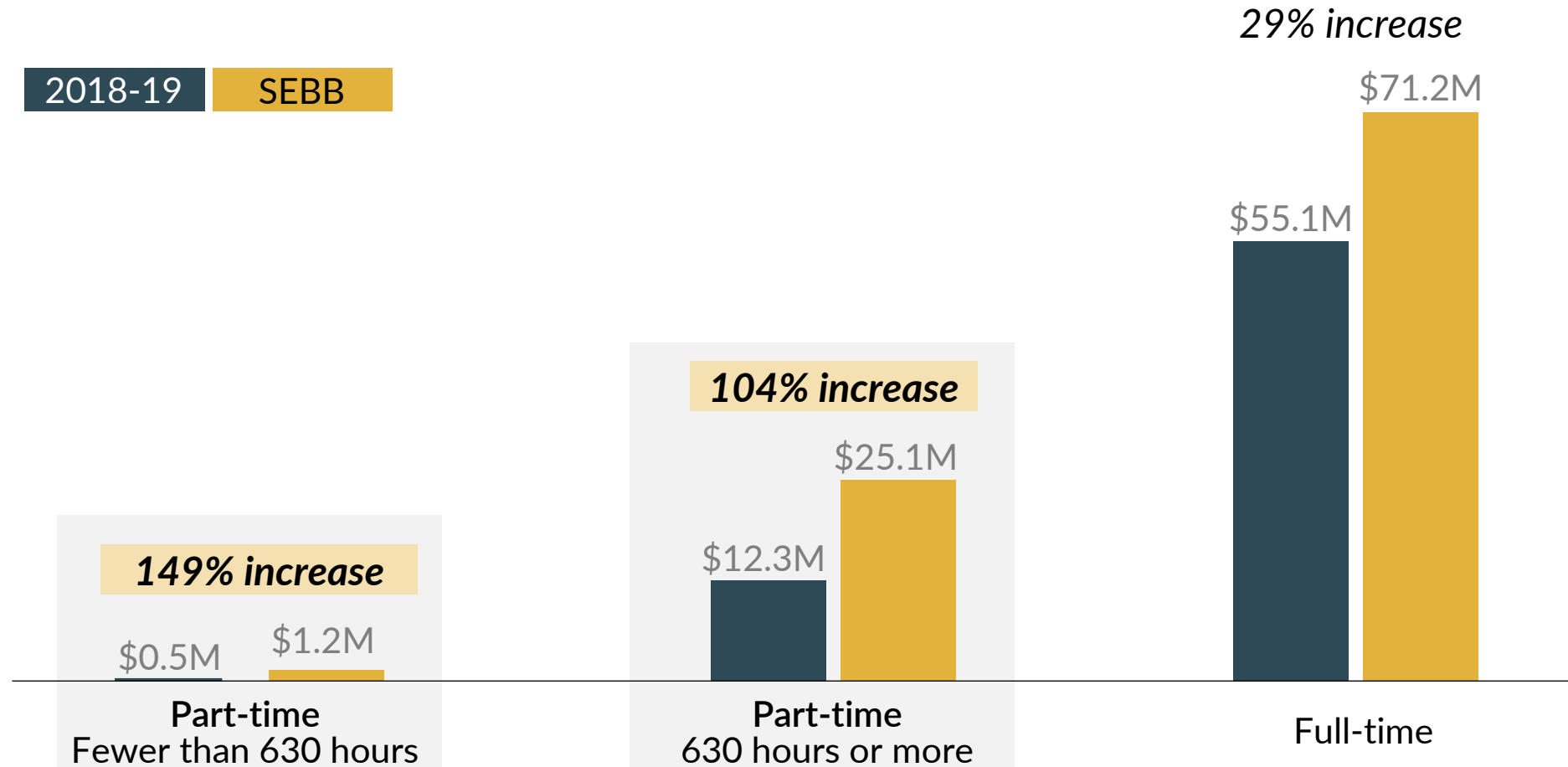
Higher monthly employer rate - SEBB rate is comprehensive.

Expanded eligibility.

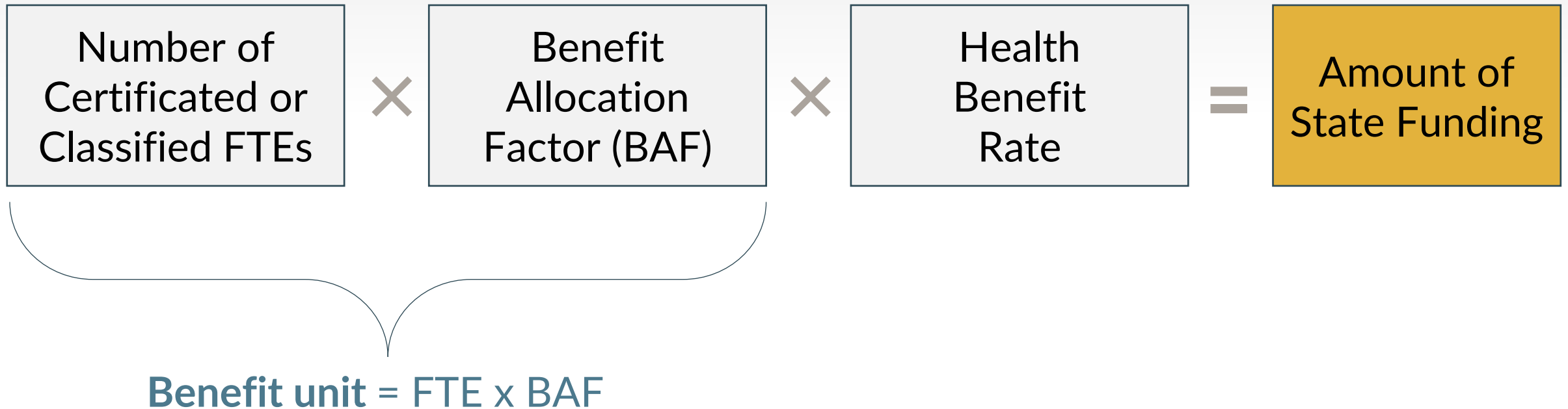
Districts pay full amount for part-time employees rather than proration.



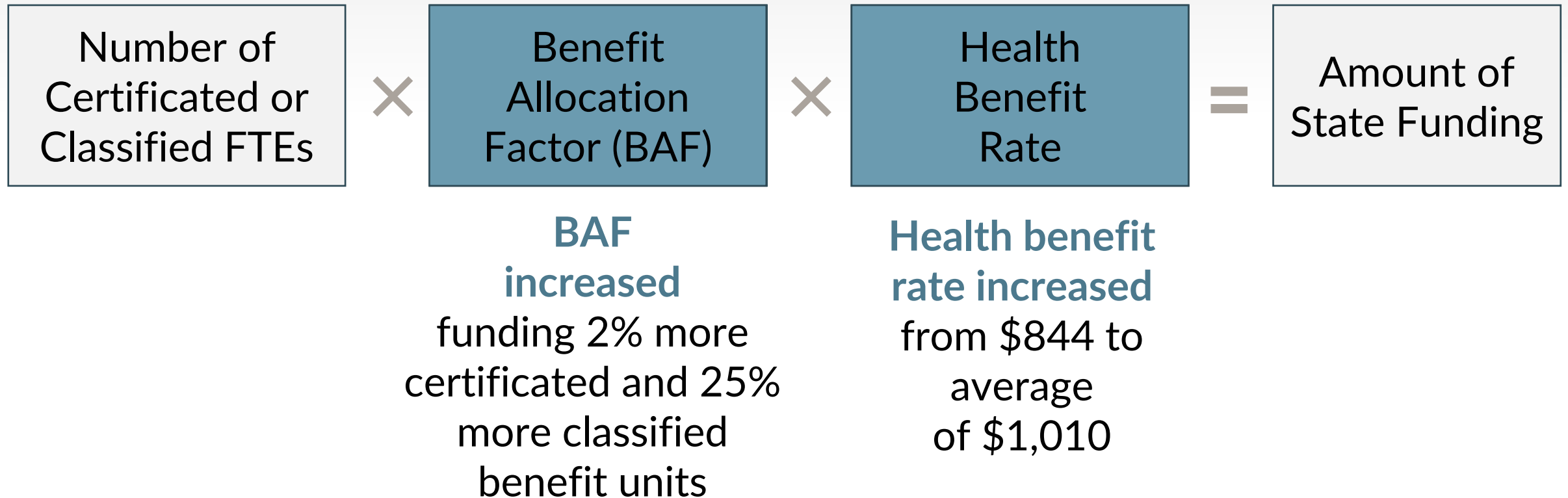
Largest percent increase in monthly costs was for part-time employees



State funding



State funding increased an average of 29% under SEBB



Data available through interactive dashboards

[Executive Summary](#)
[Report Details](#)
[Recommendations & Responses](#)
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Preliminary Report: School Employees Benefits Board Coverage

October 2021

REPORT DETAILS

Appendix A: Additional statewide and district-level data

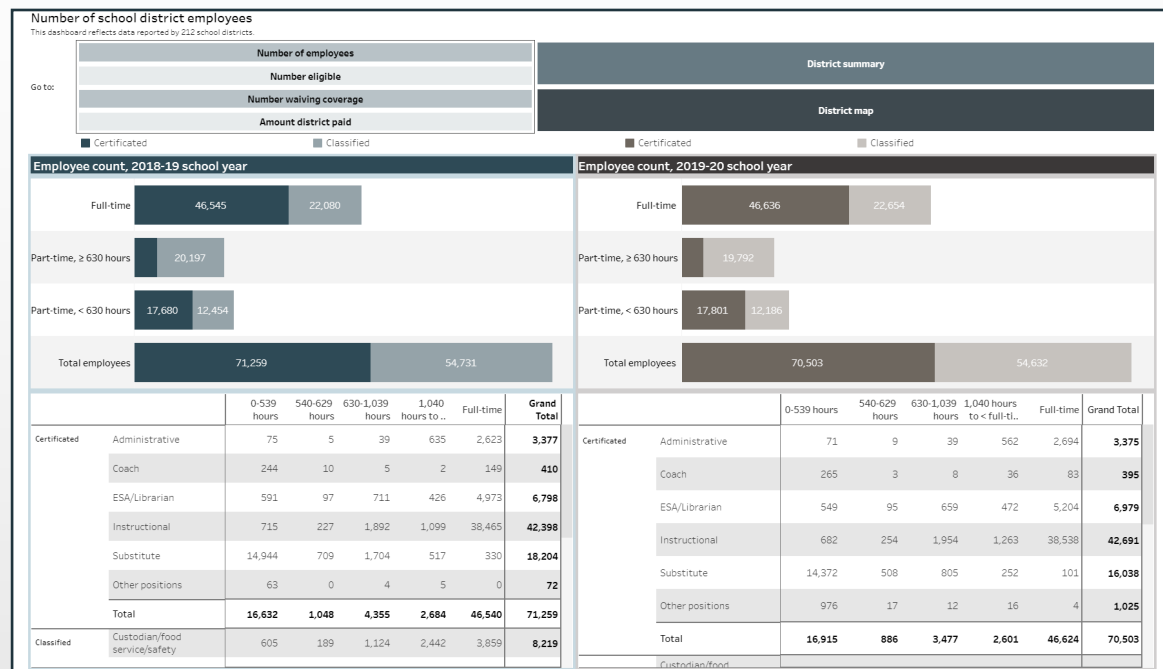
This section links to external dashboards

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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- **Ongoing data collection**

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

	Collected	Not Collected
OSPI	<ul style="list-style-type: none">✓ Annual snapshot of employee-level data.✓ FTE, certificated/classified, position type.	<ul style="list-style-type: none">– Number of hours worked.– Data for some positions (e.g., short-term substitutes).
HCA	<ul style="list-style-type: none">✓ Eligible employees and those waiving coverage.	<ul style="list-style-type: none">– 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.

OSPI and HCA concur

View the full report:
www.leg.wa.gov/jlarc



Video Summary



One Page Overview



Interactive Data



PDF Version





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