

**SSB 6189** - S AMD TO S AMD (S-6739.1/20) **1100**  
By Senator Padden

**NOT ADOPTED 02/19/2020**

1 On page 3, after line 6, insert the following:

2 "Sec. 5. RCW 41.05.740 and 2018 c 260 s 1 are each amended to  
3 read as follows:

4 (1) The school employees' benefits board is created within the  
5 authority. The function of the school employees' benefits board is to  
6 design and approve insurance benefit plans for school employees and  
7 to establish eligibility criteria for participation in insurance  
8 benefit plans.

9 (2) By September 30, 2017, the governor shall appoint the  
10 following voting members to the school employees' benefits board as  
11 follows:

12 (a) Two members from associations representing certificated  
13 employees;

14 (b) Two members from associations representing classified  
15 employees;

16 (c) Four members with expertise in employee health benefits  
17 policy and administration, one of which is nominated by an  
18 association representing school business officials; and

19 (d) The director of the authority or his or her designee.

20 (3) Initial members of the school employees' benefits board shall  
21 serve staggered terms not to exceed four years. Members appointed  
22 thereafter shall serve two-year terms.

23 (4) Compensation and reimbursement related to school employees'  
24 benefits board member service are as follows:

25 (a) Members of the school employees' benefits board must be  
26 compensated in accordance with RCW 43.03.250 and must be reimbursed  
27 for their travel expenses while on official business in accordance  
28 with RCW 43.03.050 and 43.03.060.

29 (b) While school employees' benefits board members are carrying  
30 out their powers and duties under this chapter (~~(41.05-RCW)~~), if the  
31 service of any certificated or classified employee results in a need  
32 for a school employees' benefits board organization to employ a

1 substitute for such certificated or classified employee during such  
2 service, payment for such a substitute may be made by the authority  
3 from funds appropriated by the legislature for the school employees'  
4 benefits board program. If such substitute is paid by the authority,  
5 no deduction shall be made from the salary of the certificated or  
6 classified employee. In no event shall a school employees' benefits  
7 board organization deduct from the salary of a certificated or  
8 classified employee serving on the school employees' benefits board  
9 more than the amount paid the substitute employed by the school  
10 employees' benefits board organization.

11 (5) The director of the authority or his or her designee shall be  
12 the chair and another member shall be selected by the school  
13 employees' benefits board as vice chair. The chair shall conduct  
14 meetings of the school employees' benefits board. The vice chair  
15 shall preside over meetings in the absence of the chair. The school  
16 employees' benefits board shall develop bylaws for the conduct of its  
17 business.

18 (6) The school employees' benefits board shall:

19 (a) Study all matters connected with the provision of health care  
20 coverage, life insurance, liability insurance, accidental death and  
21 dismemberment, and disability insurance, or any of, or combination  
22 of, the enumerated types of insurance for eligible school employees  
23 and their dependents on the best basis possible with relation both to  
24 the welfare of the school employees and the state. However, liability  
25 insurance should not be made available to dependents;

26 (b) Develop school employee benefit plans that include  
27 comprehensive, evidence-based health care benefits for school  
28 employees. In developing these plans, the school employees' benefits  
29 board shall consider the following elements:

30 (i) Methods of maximizing cost containment while ensuring access  
31 to quality health care;

32 (ii) Development of provider arrangements that encourage cost  
33 containment and ensure access to quality care including, but not  
34 limited to, prepaid delivery systems and prospective payment methods;

35 (iii) Wellness, preventive care, chronic disease management, and  
36 other incentives that focus on proven strategies;

37 (iv) Utilization review procedures to support cost-effective  
38 benefits delivery;

39 (v) Ways to leverage efficient purchasing by coordinating with  
40 the public employees' benefits board;

1 (vi) Effective coordination of benefits; and

2 (vii) Minimum standards for insuring entities;

3 (c) Authorize premium contributions for a school employee and the  
4 employee's dependents in a manner that encourages the use of cost-  
5 efficient health care systems. For participating school employees,  
6 the required school employee share of the cost for family coverage  
7 premiums may not exceed three times the premiums for a school  
8 employee purchasing single coverage for the same coverage plan;

9 (d) Determine the terms and conditions of school employee and  
10 dependent eligibility criteria, enrollment policies, and scope of  
11 coverage. At a minimum, the eligibility criteria established by the  
12 school employees' benefits board shall address the following:

13 (i) The effective date of coverage following hire;

14 (ii) The benefits eligibility criteria, but the school employees'  
15 benefits board's criteria shall be no more restrictive than requiring  
16 that a school employee be anticipated to work at least six hundred  
17 thirty hours per school year to be benefits eligible, except that,  
18 beginning September 1, 2020, an employee in a job sharing position  
19 who is anticipated to work at least six hundred thirty hours is  
20 benefits eligible and must receive a prorated portion of the full-  
21 time employer contribution that is consistent with the district's job  
22 sharing plan under RCW 28A.405.070; and

23 (iii) Coverage for dependents, including criteria for legal  
24 spouses; children up to age twenty-six; children of any age with  
25 disabilities, mental illness, or intellectual or other developmental  
26 disabilities; and state registered domestic partners, as defined in  
27 RCW 26.60.020, and others authorized by the legislature;

28 (e) Establish terms and conditions for a school employees'  
29 benefits board organization to have the ability to locally negotiate  
30 eligibility criteria for a school employee who is anticipated to work  
31 less than six hundred thirty hours in a school year. A school  
32 employees' benefits board organization that elects to use a lower  
33 threshold of hours for benefits eligibility must use benefits  
34 authorized by the school employees' benefits board and shall do so as  
35 an enrichment to the state's definition of basic education;

36 (f) Establish penalties to be imposed when a school employees'  
37 benefits board organization fails to comply with established  
38 participation criteria; and

39 (g) Participate with the authority in the preparation of  
40 specifications and selection of carriers contracted for school

1 employee benefit plan coverage of eligible school employees in  
2 accordance with the criteria set forth in rules. To the extent  
3 possible, the school employees' benefits board shall leverage  
4 efficient purchasing by coordinating with the public employees'  
5 benefits board.

6 (7) School employees shall choose participation in one of the  
7 health care benefit plans developed by the school employees' benefits  
8 board. Individual school employees eligible for benefits under  
9 subsection (6)(d) of this section may be permitted to waive coverage  
10 under terms and conditions established by the school employees'  
11 benefits board.

12 (8) By November 30, 2021, the authority shall review the benefit  
13 plans provided through the school employees' benefits board, complete  
14 an analysis of the benefits provided and the administration of the  
15 benefits plans, and determine whether provisions in chapter 13, Laws  
16 of 2017 3rd sp. sess. have resulted in cost savings to the state. The  
17 authority shall submit a report to the relevant legislative policy  
18 and fiscal committees summarizing the results of the review and  
19 analysis."

**SSB 6189** - S AMD TO S AMD (S-6739.1/20) **1100**  
By Senator Padden

**NOT ADOPTED 02/19/2020**

20 On page 3, line 8, after "28A.300.615" insert "and 41.05.740"

EFFECT: Allows school employees in a job sharing position to receive a prorated portion of the employer contribution towards benefits under the School Employees' Benefits Board.

--- END ---