

SEBB Program Impacts on Highline Public Schools

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Outline

- Highline staff impact
 - More people covered
 - Monthly costs
- District fiscal impact
 - Overall change in funding
 - Why the gap in funding
 - Implementation costs
- What can the legislature do?



Staff Impact: More People Eligible for Full Coverage



Eligibility under Highline plans

- Full coverage at 1,440 hours
- Partial coverage for less than 1,440 hours
- Substitutes when worked 21 consecutive days



Eligibility under SEBB

- Full coverage at 630 hours

Newly eligible for full coverage:

- 587 part time workers
- 107 substitutes

Staff Impact: Monthly Premium Costs

Employee Only

2019 medical premium rates	Highline	PEBB
Monthly Premium: Low	\$ 5	\$ 45
Monthly Premium: High	\$ 340	\$ 162
Actual Average	\$ 9	

Employee + Spouse

Highline	PEBB
\$ 10	\$ 100
\$ 1380	\$ 334
\$128	

Full Family

Highline	PEBB
\$ 12	\$ 134
\$ 1809	\$ 456
\$174	

Note: Using the current PEBB program plans as a proxy for SEBB due to availability of information.

Employee costs vary based on:

- Bargaining unit
- Resources for pooling
- Level of coverage selected

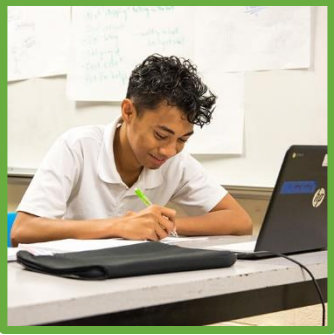
District Impact: New cost above state funding

	SY 2019-20	SY 2020-21
Increase in State Revenue	\$ 7.1 million	\$ 9.8 million
Increase in Expenditures	\$ 9.5 million	\$ 13.3 million
New Unfunded Costs	\$ 2.4 million	\$ 3.5 million

Assumption: State revenue change is based on the rates and factors in the Governor's proposed budget for 2019-21.



District Impact: Costs above state funding



- State allocations account for staff in basic education programs and do not include:
 - Nutritional services
 - State grant programs
 - Example: early learning (ECEAP) and teacher mentor program
 - Federal programs
 - Example: Title programs for students from low income families or English language learners
 - Local staffing enhancements
 - Example: substitutes, coaches, security officers





District Impacts: System Implementation



- Project Management
- Systems analyst
- Consulting services
- Reports development
- Enrollment verification
- Employee assistance





What can the Legislature do?



Fully Fund SEBB

Fund the Governor's budget proposal:

- Monthly rate
- FTE multipliers



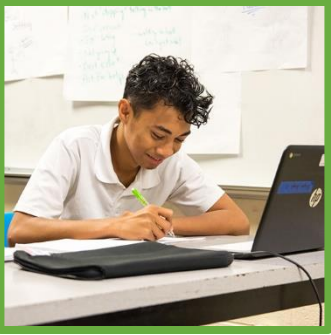
Increase Levies & LEA

Set levy authority as a percentage of state funding. This preserves programs and services for students when costs increase.

Fund substitutes

Increase funding for substitutes:

- Days
- Rate
- Staff categories



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