

Health and Additional Benefits

Health benefits are available to employees, and to members of the ESD 112 Board of Directors, who meet the Health Care Authority School Employee Benefits Board (SEBB) eligibility requirements.

The ESD will contribute toward approved medical, dental, vision and VEBA plans for employees. Premiums due on health benefits for participating Board members will be

borne by the Board member. **Dental and Vision Insurance**

Vision and dental insurance is available to eligible employees and to members of the ESD 112 Board of Directors.

Medical Insurance

Medical insurance is available to eligible employees, and to members of the ESD 112 Board of Directors, through any such plan as may be offered via SEBB.

Enrollment must be within thirty-one (31) days after you become eligible for SEBB benefits, or during the annual open enrollment period.

Life, Long Term Disability, and Accidental Death & Dismemberment Insurance

Life, long term disability, and accidental death and dismemberment insurance is available to eligible employees and to members of the ESD 112 Board of Directors through any such plan as offered via SEBB.

Enrollment must be within thirty-one (31) days after you become eligible for SEBB benefits.

Section 125 Flexible Benefit Program

Flexible benefit programs are available to eligible employees.

Tax-Sheltered Annuities

An employee may participate in such tax-sheltered annuity plan or plans as may be approved by the Board of Directors as outlined in RCW 28A.400.250

Tax-Deferred Compensation

An employee may participate in such tax-deferred compensation plan or plans as may be approved by the Board of Directors as outlined in RCW 28A.400.240

Continuation Coverage

Continuation coverage for ESD sponsored group health plans will be made available to employees in compliance with the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

Employees and their dependents become eligible for benefits under COBRA for one of the following reasons:

- a) termination of employee for reasons other than gross misconduct;
- b) a reduction in the employee's work hours, so that he/she falls below the insurance eligibility requirements;
- c) eligibility of the employee or spouse for Medicare;
- d) death of the employee;
- e) divorce or legal separation; or
- f) ineligibility of dependent children because of age limitations.

Employees who meet one of the criteria in this policy may elect to remain covered under ESD's group health insurance plans for up to eighteen (18) months and dependents may remain covered for up to thirty-six (36) months.

Administration of COBRA continuation coverage will be in accordance with guidelines established in the Consolidated Omnibus Budget Reconciliation Act of 1985.

Legal References:

RCW 28A.400.250 Tax deferred annuities – Regulated company stock.

RCW 28A.400.240 Deferred compensation plan for school district or educational service district employees - Limitations.

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