

Payroll & Benefits Department
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TO: Spokane Public Schools Employees

FROM: Payroll & Benefits Department

SUBJECT: September 2023 Payroll Notification to Employees

UNIQUE PAYMENTS

Certificated Staff Supplemental Payments

Annual degree stipends are included in this month's payment for returning staff with degrees earned prior to October 2022. Staff new to the District, or those with degrees earned since October 2022, will receive the annual stipend payment in October.

Classified Staff Supplemental Payments

Annual degree stipends are included in this month's payment.

OTHER NOTICES

Leave Balances

Employee's leave balances have been updated to include the 2023-24 frontload amounts.

PERT, TRI, and non-compulsory hours have been loaded for eligible employees for the 2023-24 year.

Personal leave sellback balances were updated. If your frontload caused your balance to exceed the annual maximum sellback days, then your sellback balance was adjusted. The adjustment will be in the "Used" column to reduce your ending balance to the maximum allowed amount. This adjustment only impacts your sellback balance.

Salary Schedules

2023-24 Salary Schedules are up-to-date and can be found on the HR > Employee Resources > Salary Schedules website (<https://www.spokaneschools.org/Page/2176>).

Retirement Rate Changes for Employer Contributions Effective September 1, 2023

	Employee Rate		District Contribution	
	Current Rate	New Rate	Current Rate	New Rate
PERS Plan 1	6.00%	No Change	10.39%	9.53%
SERS Plan 2	7.76%	No Change	11.79%	10.93%
SERS Plan 3	5% to 15%		11.65%	10.93%
TRS Plan 1	6.00%	No Change	14.69%	9.70%
TRS Plan 2	8.05%	8.06%	14.69%	9.70%
TRS Plan 3	5% to 15%		14.42%	9.70%

Department of Retirement Systems Service Credit

Certificated and classified staff, working less than half-time, and substitutes may be eligible to purchase retirement service credit for time worked. For additional information, contact the Department of Retirement Systems (DRS) at 1-800-547-6657.

SEBB BENEFITS

Open enrollment is coming Monday, October 30 through Monday, November 20, 2023: Information related to the SEBB Program open enrollment will be in the October SEBB Intercom Newsletter. More information to prepare for open enrollment can be found at <https://www.hca.wa.gov/about-hca/news/announcements/pebb-and-sebb-members-prepare-open-enrollment>. Changes to SEBB benefits for 2024 can be found enclosed and at <https://www.hca.wa.gov/assets/pebb/whats-changing-2024-sebb.pdf>.

Updated September 22, 2023

Changes to SEBB benefits for 2024

The School Employees Benefits Board (SEB Board) has authorized the following changes **effective January 1, 2024**. The School Employees Benefits Board (SEBB) Program will provide more information about these and other changes before the annual open enrollment, October 30 through November 20, 2023.

Policy changes

All changes to SEBB rules will be available at [SEBB Rules and policies](#) and take effect January 1, 2024, unless otherwise noted. The SEB Board has passed resolutions that make the following changes:

- **Moving out of a medical plan's coverage area:** If a subscriber moves their residence or employment location and their medical plan is no longer available in the new location, they must change their medical plan within the timeframe allowed by the special open enrollment. If they don't choose a new medical plan within the timeframe, the Health Care Authority will enroll them in a new medical plan.
- **SEBB Continuation Coverage eligibility is expanding** to include nonrepresented educational service district (ESD) school employees and their dependents.

Changes to all SEBB plans

- **Health savings accounts (HSAs):** The IRS raised the health savings account annual maximum contribution to \$4,150 for single subscribers and \$8,300 for families.
- **Flexible spending arrangements (FSAs):** The annual maximum contribution for Medical and Limited Purpose FSAs increased to \$3,050.
- **SmartHealth:** Will be administered by WebMD starting in January 2024, bringing you a new look and new features. You will still be able to participate in activities and challenges and qualify for the wellness incentive.

Health plan changes



Kaiser Permanente of the Northwest:

- **Hearing aids:** Members can use the hearing aid benefit of \$3,000 per ear every 36 months.

Kaiser Permanente of Washington and Kaiser Permanente of Washington Options:

- **Prescriptions:** Members can refill maintenance drugs at network retail pharmacies. The First Fill program has been removed.
- **Hearing aids:** Members can use the hearing aid benefit of \$3,000 per ear every 36 months.
- **Chiropractic, acupuncture, and massage:** Members will have 24 covered visits per year for each benefit (instead of 20).
- **Treatment for metabolic disorders:** Members will pay plan deductibles and coinsurance for treatment for metabolic disorders, including phenylketonuria (PKU).
- **Copays:** The copays for many services are changing. Visit [KPWA](#) for more information.

continued

Premera Blue Cross:

- **Hearing aids:** Members can use the hearing aid benefit of up to \$3,000 per ear every 36 months.
- **Premera HMO plan:** Will expand to include King County.



Uniform Medical Plan:

- **Deductible for UMP High Deductible:** The IRS raised the minimum deductible for high-deductible health plans to \$1,600 for single subscribers and \$3,200 for families.
- **Hearing aids:** Members can use the hearing aid benefit, up to \$3,000 per ear for prescribed hearing aids, every 3 years.
- **Diabetes management program:** Members will have access to a new diabetes management program that will offer personalized support.
- **COVID-19 test kits:** Members can get up to two over-the-counter COVID-19 diagnostic test kits per month. This benefit covers up to \$12 per test kit under the prescription drug benefit. This became effective July 1, 2023.
- **UMP Plus—University of Washington Medicine Accountable Care Network:** Will expand to Benton and Franklin counties, but will no longer be available in Kitsap County. UW ACN members in Kitsap County must change plans.
- **Centers of Excellence (COE) for spine care:** MultiCare Capital Medical Center will no longer participate in the COE Program for spine care. Virginia Mason Medical Center will continue to serve members through its COE Program for knee and hip joint replacement and for spine care.

Dental plan changes



Uniform Dental Plan (UDP) only. These do not apply to the DeltaCare plan:

- **Crowns** will be covered at 70 percent (increased from 50 percent).
- **Coverage for children:** Deductibles will be removed for children up to age 15.
- **TMJ** (temporomandibular joint dysfunction) limits will increase to \$1,000 annually and \$5,000 lifetime.
- **Fillings:** Composite materials will be covered the same as amalgam for posterior teeth.

2024 monthly premiums – employees

The SEB Board has authorized the following monthly premiums for 2024. All figures are rounded to the nearest dollar.

	2023 Subscriber	2024 Subscriber	2023 Subscriber and spouse ¹	2024 Subscriber and spouse ¹	2023 Subscriber and children	2024 Subscriber and children	2023 Subscriber, spouse ¹ , and children	2024 Subscriber, spouse ¹ , and children
Kaiser Permanente NW 1	\$31	\$67	\$62	\$134	\$54	\$117	\$93	\$201
Kaiser Permanente NW 2	\$57	\$105	\$114	\$210	\$100	\$184	\$171	\$315
Kaiser Permanente NW 3	\$89	\$196	\$178	\$392	\$156	\$343	\$267	\$588
Kaiser Permanente WA Core 1	\$38	\$48	\$76	\$96	\$67	\$84	\$114	\$144
Kaiser Permanente WA Core 2	\$43	\$98	\$86	\$196	\$75	\$172	\$129	\$294
Kaiser Permanente WA Core 3	\$120	\$149	\$240	\$298	\$210	\$261	\$360	\$447
Kaiser Permanente WA SoundChoice	\$74	\$115	\$148	\$230	\$130	\$201	\$222	\$345
Kaiser Permanente WA Options Summit PPO 1	\$77	\$100	\$154	\$200	\$135	\$175	\$231	\$300
Kaiser Permanente WA Options Summit PPO 2	\$106	\$143	\$212	\$286	\$186	\$250	\$318	\$429
Kaiser Permanente WA Options Summit PPO 3	\$142	\$237	\$284	\$474	\$249	\$415	\$426	\$711
Premera Blue Cross HMO	\$25	\$20	\$50	\$40	\$44	\$35	\$75	\$60
Premera Blue Cross High PPO	\$97	\$115	\$194	\$230	\$170	\$201	\$291	\$345
Premera Blue Cross Standard PPO	\$49	\$64	\$98	\$128	\$86	\$112	\$147	\$192

	2023 Subscriber	2024 Subscriber	2023 Subscriber and spouse ¹	2024 Subscriber and spouse ¹	2023 Subscriber and children	2024 Subscriber and children	2023 Subscriber, spouse ¹ , and children	2024 Subscriber, spouse ¹ , and children
UMP Achieve 1	\$42	\$44	\$84	\$88	\$74	\$77	\$126	\$132
UMP Achieve 2	\$105	\$113	\$210	\$226	\$184	\$198	\$315	\$339
UMP High Deductible	\$28	\$21	\$56	\$42	\$49	\$37	\$84	\$63
UMP Plus	\$83	\$86	\$166	\$172	\$145	\$151	\$249	\$258

Subscribers may also have to pay the following premium surcharges.

Tobacco use surcharge	\$25	\$25	\$25	\$25	\$25	\$25	\$25	\$25
Spouse ¹ coverage surcharge	N/A	N/A	\$50	\$50	N/A	N/A	\$50	\$50

¹Or state-registered domestic partner