

Resolution to Establish Maximum Healthcare Contributions

Whereas: Health insurance coverage is collectively bargained between school officials and their employee bargaining units; and

Whereas: Existing law makes it difficult for schools to negotiate health insurance packages that take into account economic realities or include higher employee contribution rates; and

Whereas: According to the New York State Department of Education, Fiscal Analysis and Research Unit, school districts experienced double-digit increases in health insurance costs over the last decade and this trend is expected to continue; and

Whereas: According to the Kaiser Family Foundation, the national average for employer health insurance contributions in all industries is 81 percent for single coverage and 70 percent for family coverage; and

Whereas: Based on data from a 2010 NYSSBA survey, school districts contributed an average of 90 percent toward individual insurance plans of newly hired teachers in 2009-10 and about 88 percent toward family coverage, and

Whereas: Health insurance rate increases are outpacing the gains achievable at the bargaining table when a school board is attempting to negotiate a higher employee contribution rate;

Therefore Be It Resolved That: The Potsdam Central School Board of Education urges the Governor's Mandate Relief Council to declare the lack of a consistent employer contribution floor for health insurance to be "unsound, unduly burdensome or costly so as to require it to be eliminated or reformed: and

Be It further Resolved That: The Potsdam Central School Board of Education request that the Governor's Mandate Relief Council support an amendment to Article 31 of the Education Law in relation to adding a new health care premium contribution section; and

Be It further Resolved That: The proposed amendment to Article 31 of the Education Law place a statewide maximum employer contribution rate of 85 percent for individual health insurance coverage and 75 percent for family coverage for both active employees and retirees.

Reference: "NYSSBA Essential Fiscal Reform Playbook"