



## STATE OF VERMONT

### MEMORANDUM

To: Senate Education Committee  
From: Joyce Manchester, Joint Fiscal Office  
Date: May 3, 2018  
Subject: Fiscal Impact of Bringing Health Care Benefits of Educational Support Staff into Parity with Those of Professional Staff

Based on highly limited data regarding the health care benefits of educational support staff in Vermont, JFO cannot determine that offering health care benefits now available to professional staff to support staff would either increase or decrease costs to the State.

Data on the employer share of premiums for support staff in FY17 show considerable variation across school districts. The employer premium share ranged from 0% in New Haven in Addison County and 50% for several districts in Franklin West SU to 96% in Lincoln, Addison NE SU. It is unlikely that employer premium share in FY18 deviated widely from those shares in FY17. Moreover, based on a few support staff master agreements for FY 18, we have seen evidence of very different approaches to cost sharing. It appears that some districts could experience big increases in costs while others could see declines. Hence it is impossible to estimate the fiscal effect of offering professional staff health care benefits to support staff – it could be either higher or lower.