

School Employees' Health Benefits Program

- A. **The NJSBA believes** that the School Employees' Health Benefits Program (SEHBP) should provide local school districts with an efficient, economical and flexible health insurance option and should provide those participating school districts with input into decision-making, timely notification of rates and changes in coverage. *[Authority: DA 12/76-18, DA 6/88-4, DA 6/90-1, DA 6/93-SR, DA 5/96-2, 11/96-SR]*
- B. **The NJSBA believes** that local boards should be represented on the School Employees' Health Benefits Commission, the decision-making body for the SEHBP and any other entity making decisions regarding employee health benefits, that Commission agendas be made available to employers who may be affected by its decisions, and that the Commission provide an accounting to participating employers on the use and distribution of all funds. *[Authority: DA 12/76-18, DA 6/93-SR, 11/96-SR]*
- C. **The NJSBA believes** the State, in consultation with insurance experts and participating local school districts, should review the statutory and regulatory scheme governing the SEHBP and recommend a means of providing cost containment. *[Authority: DA 6/88-4, DA 6/90-1, DA 6/93-SR, 11/96-SR]*
- D. **The NJSBA believes** local school districts participating in SEHBP should have the ability to reduce their costs of providing duplicate health insurance to their employees by any effective mechanisms. *[Authority: DA 6/88-4, DA 6/90-1, DA 6/93-SR, 11/96-SR]*
- E. **The NJSBA believes** the SEHBP surcharge placed on private health insurance carriers is unjustified and diminishes competition, limits local school districts' flexibility in selecting an insurance carrier and increases the costs for non-participating boards to provide health insurance. *[Authority: DA 5/96-2, 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Unemployment Compensation Claims

- A. **The NJSBA believes** that non-professional and/or professional ten (10) month employees should not be eligible for unemployment benefits between academic terms or years, school vacation or holiday periods. *[Authority: BD 3/92, DA 11/96-SR]*
- B. **The NJSBA believes** that reporting requirements of boards of education to unemployment offices showing an employee to be ineligible for benefits should not be overly burdensome. It should be sufficient for boards to present certified copies of the minutes showing that these employees will be employed (or have been offered employment) in September. *[Authority: DA 12/81-6 (Adjourned to 1/82), BD 3/92, DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Suspension of Health Benefits

The NJSBA believes that, if an employee's salary and benefits are suspended subsequent to the certification of tenure charges, local school districts should not be liable for the costs of catastrophic illness that may result from the employee's loss of benefits during that suspension period. *[Authority: DA 6/83-11, 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR]*

Cross References: 3530 Insurance management
4140 Compensation and related benefits

Key Words: state health benefits program, insurance, unemployment