



# Paraeducator Deductible Assistance Program

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SURVEY RESULTS & FUNDING FORMULA

# Background

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Fiscal year 2024/2025 Implementer included the following provisions related to para educator health coverage assistance.

- A stipend to assist with the cost of deductibles for those in a high deductible health plan through the Comptroller's Office
- A study to determine a long-term/sustainable assistance program for para educators to find and access health coverage
- Outreach and assistance to enroll para educators through Access Health and the covered Connecticut program or Medicaid through the Office of Health Strategy

# Primary goals

- DISTRIBUTE FUNDS TO ALL ELIGIBLE PARAPROFESSIONALS
  - DISTRIBUTE FUNDS BASED ON NEED
    - (deductible – employer contribution = need)
  - DISTRIBUTE ALL AVAILABLE FUNDS
  - ADMINISTRATIVE SIMPLICITY
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# Timeline

## July 2023

- Survey Boards of Education – send out survey to collect needed information about Para health plan coverage

## August 2023

- Review survey results and establish distribution formula based upon eligible paras and outstanding need

## September 2023

- Distribute Funds to qualifying BOEs for deposit into Para HSA accounts
- Require distribution and completion of attestation form by October 1<sup>st</sup>

# Survey Statistics

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Response Rate: 100%

Paraeducators eligible for health benefits: 11,064

Paraeducators not eligible for health benefits: 1,193

TOTAL: 12,257

Number of eligible paras not on BOE health insurance: 5,332

Number of eligible paras on BOE health insurance: 5,732

**Number of eligible paras on BOE health insurance with HDHP with HSA: 4,166 (73%)**

# Formula

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Uses the amount of deductible paras are responsible for after BOE assistance to determine payments based on coverage

	Weighted Amt Para Responsible for	Number of Paras	Average Individual Para Cut
Single	\$1,098.39	2,055	\$809.57
Dual	\$2,142.46	892	\$1,579.10
Family	\$2,172.23	1,174	\$1,601.04
Other	\$1,000.00	45	\$737.05
	\$6,413	4,166	\$1,181.69

Each para will receive a stipend equivalent to approximately 73% of their outstanding deductible after employer contribution

# Payments

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Payments			
	Least	Average	Most
Single	\$214	\$1,282	\$3,696
Dual	\$429	\$1,536	\$3,696
Family	\$429	\$1,794	\$3,696
Other	\$739	\$739	\$739

# Questions?

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