



DATA REPORT 15-54

# A Survey of K-12 School Districts in Washington State

August 2015

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# Project Profile

**Title:** K-12 Employee Health Benefits School District Assessment

**Abstract:** For the month of August 2015, the Social & Economic Sciences Research Center used mixed mode procedures (mail, phone and web) to contact Washington State school district superintendents. The study was conducted for the Washington State Legislature's Joint Audit and Review Committee (JLARC). The purpose of the study was to assess the barriers to progress on providing health benefits to K-12 employees and their families. Overall, 128 respondents completed a web survey, 10 partially completed the web survey, 27 completed a phone survey, 2 partially completed the phone survey and 8 completed the mail survey. The response rate for this project is 59.5%.

**Methods:** School districts were initially sent a paper pre-notification announcing the study and directing them to the online evaluation. Four days later, an email augmentation letter was sent to everyone. One week after that, non-respondents were contacted by phone up to 5 times in order to complete an interview. One week later a paper version of the assessment was sent to non-respondents. Two days after that, a follow-up email was sent to non-respondents. One week later a thank you/reminder postcard was sent to non-respondents with an email augmentation to follow 4 days later.

**Timeframe:** July - August 2015

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**SESRC Acronym:** JLHB15

**Data Report Number:** 15-54

**Deliverables:** Data Report; SPSS Data set; frequency listing; open-ended remarks file; and a copy of the final questionnaire.

# 1.

## Administration

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### Background and Objectives

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From July through August 2015, the Social & Economic Sciences Research Center (SESRC) used mixed mode procedures (web, phone, and mail) to contact K-12 School Districts in Washington State. The study was conducted for the Washington State Legislature's Joint Audit and Review Committee (JLARC). The purpose of the study was to assess health benefit plan changes and activities and determine any barriers that need to be removed to make progress towards achieving legislative goals.

This report details the process of collecting the survey data.

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### Population

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JLARC provided a list of all 295 K-12 School Districts in Washington State. Each record contained district name, superintendent name, address, phone number, email, and the demographic data of enrollment. All 295 districts were contacted for this study.

# 2.

## Implementation

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### Design

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SESRC worked with JLARC to design the questionnaire. Danna Moore and Nathan Palmer, from SESRC, worked over the phone and email with John Bowden, from JLARC, to draft the questionnaire. The survey was designed to be administered by either web, phone or paper. Once the questions were finalized, they were programmed into a web survey and tested with 7 school district representatives (superintendents or business officers). After comments were received from the test survey participants, the instrument was programmed into the phone interviewing system. The final questionnaire had 21 questions and 70 variables.

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### Data Collection

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Each respondent received multiple contacts in order to obtain a completed interview. Respondents were contacted initially by mail with a pre-notification letter. Four days later, they were sent an email augmentation letter. If an email was undeliverable, internet lookups took place to find updated contact information for the school district superintendent and new emails were sent throughout the week. One week later the SESRC data collection unit started phoning respondents. Approximately one week later, the remaining non-respondents were sent a paper version of the questionnaire while calling continued. Two days later they were sent an email augmentation letter. Approximately one week after that a reminder/thank you postcard was sent to non-respondents with a follow-up email sent 4 days after that. During the phone contact, we could send an email at that time with a link to the web survey when requested by the client. The initial contact was on July 24, 2015 and the final contacts on August 24, 2015, with data collection closing on August 25, 2015.

Table 1. Contacting Information		
Date mailed	Type	Number sent
July 24, 2015	Pre-notification letter	295
July 28, 2015	Email augmentation letter	295
August 4 – August 24, 2015	Telephone contacts	
August 10, 2015	Questionnaire mailing	241
August 12, 2015	Reminder email letter	218
August 20, 2015	Postcard mailing	171
August 24, 2015	Final email letter	151

Details for these contacts can be found in **Section 5. Instruments – Correspondence.**

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## Mailings

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The pre-notification letter was printed on SESRC letterhead and sent via first-class mail. Letters were mailed in SESRC #10-sized envelopes with the name of the school district and superintendent printed on the envelope.

The paper version of the questionnaire was sent to 241 non-respondents. It was an 8 page, 8.5 X 11 booklet. A cover letter describing the rationale for the assessment and a 6x9 business reply envelope were also included in this mailing. These were sent in 6x9 natural kraft envelopes.

A thank you and reminder postcard was sent to 171 non-respondents giving respondents one final invitation via the postal service to participate in the study.

Superintendents were sent individual emails (using the Microsoft Word mail merge function) by the project study director using an email account dedicated to this project. That email account was monitored throughout the project in order respond promptly to emails from respondents. These emails were sent out after each postal mailing.

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## Telephone contacts

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Telephone contacts were conducted by trained SESRC staff. Using the VoxCo CATI (computer assisted telephone interviewing), non-respondents were called up to five times in order to either complete a phone interview or to encourage the respondents to complete the online survey. The telephone system allows SESRC to immediately email a link to the web survey if that is the preference of the respondent.

# 3.

## Summary

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### Response Rates

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The response rate is the ratio of completed and partially completed interviews to the total eligible survey group. This formula is considered the industry standard for calculating response rates and complies with AAPOR Standard Definitions (American Association for Public Opinion Research) Response Rate.

For the total fielded population, 175 respondents completed or partially completed the survey. The response rate for this study is 59.5%. The following table provides a complete breakdown of the response rate.

<b>Interview (Category 1)</b>			
Phone completes	1.1100	I	27
Mail completes	1.1200	I	8
Web completes	1.1300	I	128
Phone partial completes	1.2100	P	2
Web partial completes	1.2300	P	10
<b>Eligible, non-interview (Category 2)</b>			2.0000
Refusal	2.1100	RF	5
Non-contact	2.2000	NC	40
Respondent never available	2.2100	NC	2
Answering machine household-no message left	2.2210	NC	52
Answering machine household-message left	2.2220	NC	12
<b>Unknown eligibility, non-interview (Category 3)</b>			3.0000
Always busy	3.1200	UH	3
No answer	3.1300	UH	2
Call blocking	3.1500	UH	3
<b>Not eligible (Category 4)</b>			4.0000
No eligible respondent/No longer a school district	4.7000	IE	1
<b>Total phone numbers used</b>			295
I=Complete Interviews (1.1)			163
P=Partial Interviews (1.2)			12
R=Refusal and break off (2.1)			5
NC=Non Contact (2.2)			106
O=Other (2.0, 2.3)			0
UH=Unknown Household (3.1)			8
UO=Unknown other (3.2-3.9)			0
<b>Response Rate 1</b> $(I / (I + P) + (R + NC + O) + (UH + UO))$			55.4%
<b>Response Rate 2</b> $((I + P) / (I + P) + (R + NC + O) + (UH + UO))$			59.5%
<b>Cooperation Rate 1</b> $I / ((I + P) + R + O)$			90.6%
<b>Cooperation Rate 2</b> $(I + P) / ((I + P) + R + O)$			97.2%



# 4.

## Results

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### Reading the Data

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Throughout the dataset, missing values occur when a question is left blank without a response, or when the survey's conditional branching forces the respondent to skip a question, or when a respondent quits the survey before completing it. Missing values throughout the data are indicated by ' ' -1' (Not answered), '-5' (Branching skip), '-7' (Don't know), '-8' (Not applicable), '-9' (Refused), and '-91' (text answer to numeric question).

Q19 indicates whether respondents gave permission for JLARC staff to contact them regarding their responses. This data is held separately and accessible to SESRC staff at the request of JLARC.

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### Remarks File

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The remarks data corresponding to the open-ended questions in this survey are included in a Microsoft Excel file JLHB15 open-ends.xlsx. The remarks have been sorted by question number and then by identification number. The file contains two sheets: 'OpenEnds' which are the responses typed into the open-ended fields in the surveys, and 'Additional comments' which are non-numeric answers for numeric questions and indicators where respondents put multiple answers (MA) when they should not have.

PLEASE NOTE: The remarks data have been spell-checked but not otherwise edited. For this study, references to individuals were not deleted. However, the data should remain strictly confidential. The remarks data should be treated as confidential information and printed for release only after careful review and necessary editing.

## Frequency Tables

### JLHB15 K-12 Employee Health Benefits School District Assessment Frequency Listing August 26, 2015

**STATUS Completeness of survey**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Partial complete	12	6.9	6.9	6.9
	1 Complete	163	93.1	93.1	100.0
	Total	175	100.0	100.0	

**Mode Survey mode**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Mail	8	4.6	4.6	4.6
	2 Phone	29	16.6	16.6	21.1
	3 Web	138	78.9	78.9	100.0
	Total	175	100.0	100.0	

**Q01 Responsibility in this school district**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Superintendent	77	44.0	45.0	45.0
	2 Business officer	52	29.7	30.4	75.4
	3 Other administrator	42	24.0	24.6	100.0
	Total	171	97.7	100.0	
Missing	-1 No answer (web/mail)	4	2.3		
Total		175	100.0		

**Q01\_3\_o Job title**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	42	24.0	100.0	100.0
Missing	-5 Skipped due to branching	133	76.0		
Total		175	100.0		

**Results**

**Q02A Barriers experienced by district: Goals unclear**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	91	52.0	59.1	59.1
	2 No	63	36.0	40.9	100.0
	Total	154	88.0	100.0	
Missing	-9 Refused (phone)	1	.6		
	-7 Don't know (phone)	1	.6		
	-1 No answer (web/mail)	14	8.0		
	System	5	2.9		
	Total	21	12.0		
Total		175	100.0		

**Q02B Barriers experienced by district: Goals not mandatory**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	64	36.6	45.7	45.7
	2 No	76	43.4	54.3	100.0
	Total	140	80.0	100.0	
Missing	-9 Refused (phone)	1	.6		
	-1 No answer (web/mail)	29	16.6		
	System	5	2.9		
	Total	35	20.0		
Total		175	100.0		

**Q02C Barriers experienced by district: State funding generated by employee**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	110	62.9	70.1	70.1
	2 No	47	26.9	29.9	100.0
	Total	157	89.7	100.0	
Missing	-1 No answer (web/mail)	13	7.4		
	System	5	2.9		
	Total	18	10.3		
Total		175	100.0		

**Q02D Barriers experienced by district: Don't have to comply**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	32	18.3	23.2	23.2
	2 No	106	60.6	76.8	100.0
	Total	138	78.9	100.0	
Missing	-7 Don't know (phone)	1	.6		
	-1 No answer (web/mail)	31	17.7		
	System	5	2.9		
	Total	37	21.1		
Total		175	100.0		

**Results**

**Q02E Barriers experienced by district: Difficulty negotiating**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	81	46.3	52.6	52.6
	2 No	73	41.7	47.4	100.0
	Total	154	88.0	100.0	
Missing	-9 Refused (phone)	1	.6		
	-1 No answer (web/mail)	15	8.6		
	System	5	2.9		
	Total	21	12.0		
Total		175	100.0		

**Q02F Barriers experienced by district: Disagree with goals**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	27	15.4	20.1	20.1
	2 No	107	61.1	79.9	100.0
	Total	134	76.6	100.0	
Missing	-9 Refused (phone)	2	1.1		
	-1 No answer (web/mail)	34	19.4		
	System	5	2.9		
	Total	41	23.4		
Total		175	100.0		

**Q02G Barriers experienced by district: Not enough funding**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	115	65.7	77.7	77.7
	2 No	33	18.9	22.3	100.0
	Total	148	84.6	100.0	
Missing	-9 Refused (phone)	1	.6		
	-1 No answer (web/mail)	21	12.0		
	System	5	2.9		
	Total	27	15.4		
Total		175	100.0		

**Q02H Barriers experienced by district: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	29	16.6	48.3	48.3
	2 No	31	17.7	51.7	100.0
	Total	60	34.3	100.0	
Missing	-1 No answer (web/mail)	110	62.9		
	System	5	2.9		
	Total	115	65.7		
Total		175	100.0		

**Results**

**Q02H\_o Barriers experienced by district: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	28	16.0	100.0	100.0
Missing	-5 Skipped due to branching	141	80.6		
	-1 No answer (web/mail)	1	.6		
	System	5	2.9		
	Total	147	84.0		
Total		175	100.0		

**Q03 Steps taken for employee share of premium**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	134	76.6	98.5	98.5
	2 No changes (phone)	2	1.1	1.5	100.0
	Total	136	77.7	100.0	
Missing	-9 Refused (phone)	4	2.3		
	-7 Don't know (phone)	1	.6		
	-1 No answer (web/mail)	29	16.6		
	System	5	2.9		
	Total	39	22.3		
Total		175	100.0		

**Q04 Amount paid per month for benefits**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, every eligible employee pays a percentage of the premium	56	32.0	35.0	35.0
	2 Yes, every eligible employee pays a flat dollar amount per month	36	20.6	22.5	57.5
	3 Yes, every eligible employee pays something where some employees pay a percentage and some pay a flat dollar amount	19	10.9	11.9	69.4
	4 Not every eligible employee pays some amount per month for benefits	49	28.0	30.6	100.0
	Total	160	91.4	100.0	
Missing	-7 Don't know (phone)	2	1.1		
	-1 No answer (web/mail)	5	2.9		
	System	8	4.6		
	Total	15	8.6		
Total		175	100.0		

**Results**

**Q04A Additional comments about employee share arrangements**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	26	14.9	92.9	92.9
	2 No comment (phone)	2	1.1	7.1	100.0
	Total	28	16.0	100.0	
Missing	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	28	16.0		
	System	8	4.6		
	Total	147	84.0		
Total		175	100.0		

**Q05 Percentage required to pay benefits**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	1.7	6.5	6.5
	1	2	1.1	4.3	10.9
	35	1	.6	2.2	13.0
	40	2	1.1	4.3	17.4
	43	1	.6	2.2	19.6
	44	1	.6	2.2	21.7
	48	2	1.1	4.3	26.1
	49	1	.6	2.2	28.3
	50	3	1.7	6.5	34.8
	60	1	.6	2.2	37.0
	61	1	.6	2.2	39.1
	69	1	.6	2.2	41.3
	70	1	.6	2.2	43.5
	71	1	.6	2.2	45.7
	75	3	1.7	6.5	52.2
	80	2	1.1	4.3	56.5
	83	1	.6	2.2	58.7
	84	1	.6	2.2	60.9
	85	1	.6	2.2	63.0
	86	1	.6	2.2	65.2
	90	5	2.9	10.9	76.1
	94	1	.6	2.2	78.3
	95	3	1.7	6.5	84.8
	97	1	.6	2.2	87.0
	98	2	1.1	4.3	91.3
	99	1	.6	2.2	93.5
	100	3	1.7	6.5	100.0
	Total	46	26.3	100.0	
Missing	-7 Don't know (phone)	3	1.7		
	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	7	4.0		
	System	8	4.6		
Total		129	73.7		
Total		175	100.0		

**Results**

**Q06A Barriers to contributing to benefits: Goals unclear**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	23	13.1	50.0	50.0
	2 No	23	13.1	50.0	100.0
	Total	46	26.3	100.0	
Missing	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	8	4.6		
	System	10	5.7		
	Total	129	73.7		
Total		175	100.0		

**Q06B Barriers to contributing to benefits: Goals not mandatory**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	20	11.4	47.6	47.6
	2 No	22	12.6	52.4	100.0
	Total	42	24.0	100.0	
Missing	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	12	6.9		
	System	10	5.7		
	Total	133	76.0		
Total		175	100.0		

**Q06C Barriers to contributing to benefits: State funding generated by employee**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	26	14.9	53.1	53.1
	2 No	23	13.1	46.9	100.0
	Total	49	28.0	100.0	
Missing	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	5	2.9		
	System	10	5.7		
	Total	126	72.0		
Total		175	100.0		

**Q06D Barriers to contributing to benefits: Don't have to comply**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	10	5.7	23.3	23.3
	2 No	33	18.9	76.7	100.0
	Total	43	24.6	100.0	
Missing	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	11	6.3		
	System	10	5.7		
	Total	132	75.4		
Total		175	100.0		

**Results**

**Q06E Barriers to contributing to benefits: Difficulty negotiating**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	26	14.9	54.2	54.2
	2 No	22	12.6	45.8	100.0
	Total	48	27.4	100.0	
Missing	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	6	3.4		
	System	10	5.7		
	Total	127	72.6		
Total		175	100.0		

**Q06F Barriers to contributing to benefits: Disagree with goals**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	6	3.4	14.0	14.0
	2 No	37	21.1	86.0	100.0
	Total	43	24.6	100.0	
Missing	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	11	6.3		
	System	10	5.7		
	Total	132	75.4		
Total		175	100.0		

**Q06G Barriers to contributing to benefits: Not enough funding**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	25	14.3	55.6	55.6
	2 No	20	11.4	44.4	100.0
	Total	45	25.7	100.0	
Missing	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	9	5.1		
	System	10	5.7		
	Total	130	74.3		
Total		175	100.0		

**Q06H Barriers to contributing to benefits: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	9	5.1	50.0	50.0
	2 No	9	5.1	50.0	100.0
	Total	18	10.3	100.0	
Missing	-5 Skipped due to branching	111	63.4		
	-1 No answer (web/mail)	36	20.6		
	System	10	5.7		
	Total	157	89.7		
Total		175	100.0		



**Results**

**Q06H\_o Barriers to contributing to benefits: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	9	5.1	100.0	100.0
Missing	-5 Skipped due to branching	156	89.1		
	System	10	5.7		
	Total	166	94.9		
Total		175	100.0		

**Q07 Higher cost health plan pays more premium**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	135	77.1	86.0	86.0
	2 No	22	12.6	14.0	100.0
	Total	157	89.7	100.0	
Missing	-7 Don't know (phone)	3	1.7		
	-1 No answer (web/mail)	5	2.9		
	System	10	5.7		
	Total	18	10.3		
Total		175	100.0		

**Q08A Barriers to higher cost health plan pay more premium: Goals unclear**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	14	8.0	60.9	60.9
	2 No	9	5.1	39.1	100.0
	Total	23	13.1	100.0	
Missing	-5 Skipped due to branching	135	77.1		
	-1 No answer (web/mail)	7	4.0		
	System	10	5.7		
	Total	152	86.9		
Total		175	100.0		

**Q08B Barriers to higher cost health plan pay more premium: Goals not mandatory**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	12	6.9	60.0	60.0
	2 No	8	4.6	40.0	100.0
	Total	20	11.4	100.0	
Missing	-5 Skipped due to branching	135	77.1		
	-1 No answer (web/mail)	10	5.7		
	System	10	5.7		
	Total	155	88.6		
Total		175	100.0		

**Results**

**Q08C Barriers to higher cost health plan pay more premium: State funding generated by employee**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	18	10.3	78.3	78.3
	2 No	5	2.9	21.7	100.0
	Total	23	13.1	100.0	
Missing	-5 Skipped due to branching	135	77.1		
	-1 No answer (web/mail)	7	4.0		
	System	10	5.7		
	Total	152	86.9		
Total		175	100.0		

**Q08D Barriers to higher cost health plan pay more premium: Don't have to comply**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	3	1.7	16.7	16.7
	2 No	15	8.6	83.3	100.0
	Total	18	10.3	100.0	
Missing	-5 Skipped due to branching	135	77.1		
	-1 No answer (web/mail)	12	6.9		
	System	10	5.7		
	Total	157	89.7		
Total		175	100.0		

**Q08E Barriers to higher cost health plan pay more premium: Difficulty negotiating**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	11	6.3	50.0	50.0
	2 No	11	6.3	50.0	100.0
	Total	22	12.6	100.0	
Missing	-5 Skipped due to branching	135	77.1		
	-1 No answer (web/mail)	8	4.6		
	System	10	5.7		
	Total	153	87.4		
Total		175	100.0		

**Q08F Barriers to higher cost health plan pay more premium: Disagree with goals**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2	1.1	10.5	10.5
	2 No	17	9.7	89.5	100.0
	Total	19	10.9	100.0	
Missing	-5 Skipped due to branching	135	77.1		
	-1 No answer (web/mail)	11	6.3		
	System	10	5.7		
	Total	156	89.1		
Total		175	100.0		

**Results**

<b>Q08G Barriers to higher cost health plan pay more premium: Not enough funding</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	10	5.7	55.6	55.6
	2 No	8	4.6	44.4	100.0
	Total	18	10.3	100.0	
Missing	-5 Skipped due to branching	135	77.1		
	-1 No answer (web/mail)	12	6.9		
	System	10	5.7		
	Total	157	89.7		
Total		175	100.0		

<b>Q08H Barriers to higher cost health plan pay more premium: Other</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	5	2.9	45.5	45.5
	2 No	6	3.4	54.5	100.0
	Total	11	6.3	100.0	
Missing	-5 Skipped due to branching	135	77.1		
	-1 No answer (web/mail)	19	10.9		
	System	10	5.7		
	Total	164	93.7		
Total		175	100.0		

<b>Q08H_o Barriers to higher cost health plan pay more premium: Other</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	4	2.3	100.0	100.0
Missing	-5 Skipped due to branching	160	91.4		
	-1 No answer (web/mail)	1	.6		
	System	10	5.7		
	Total	171	97.7		
Total		175	100.0		

<b>Q09 Changes in administrative costs of benefits</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Decreased	9	5.1	5.7	5.7
	2 Remained the same	66	37.7	41.5	47.2
	3 Increased	84	48.0	52.8	100.0
	Total	159	90.9	100.0	
Missing	-9 Refused (phone)	1	.6		
	-7 Don't know (phone)	1	.6		
	-1 No answer (web/mail)	4	2.3		
	System	10	5.7		
	Total	16	9.1		
Total		175	100.0		

**Results**

**Q10A Administrative costs: Administration costs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	121	69.1	76.1	76.1
	2 No	38	21.7	23.9	100.0
	Total	159	90.9	100.0	
Missing	-7 Don't know (phone)	1	.6		
	-1 No answer (web/mail)	4	2.3		
	System	11	6.3		
	Total	16	9.1		
Total		175	100.0		

**Q10B Administrative costs: Bargaining agreement costs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	73	41.7	46.5	46.5
	2 No	84	48.0	53.5	100.0
	Total	157	89.7	100.0	
Missing	-9 Refused (phone)	1	.6		
	-1 No answer (web/mail)	6	3.4		
	System	11	6.3		
	Total	18	10.3		
Total		175	100.0		

**Q10C Administrative costs: Broker costs**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	78	44.6	51.0	51.0
	2 No	75	42.9	49.0	100.0
	Total	153	87.4	100.0	
Missing	-7 Don't know (phone)	2	1.1		
	-1 No answer (web/mail)	9	5.1		
	System	11	6.3		
	Total	22	12.6		
Total		175	100.0		

**Q10D Administrative costs: Informational materials**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	76	43.4	50.3	50.3
	2 No	75	42.9	49.7	100.0
	Total	151	86.3	100.0	
Missing	-9 Refused (phone)	1	.6		
	-1 No answer (web/mail)	12	6.9		
	System	11	6.3		
	Total	24	13.7		
Total		175	100.0		

**Results**

**Q10E Administrative costs: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	25	14.3	42.4	42.4
	2 No	34	19.4	57.6	100.0
	Total	59	33.7	100.0	
Missing	-7 Don't know (phone)	1	.6		
	-1 No answer (web/mail)	104	59.4		
	System	11	6.3		
	Total	116	66.3		
Total		175	100.0		

**Q10E\_o Administrative costs: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	26	14.9	100.0	100.0
Missing	-5 Skipped due to branching	138	78.9		
	System	11	6.3		
	Total	149	85.1		
Total		175	100.0		

**Q11A Factors impacting administrative cost: Additional staff or staff time**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	81	46.3	50.6	50.6
	2 No	79	45.1	49.4	100.0
	Total	160	91.4	100.0	
Missing	-1 No answer (web/mail)	4	2.3		
	System	11	6.3		
	Total	15	8.6		
Total		175	100.0		

**Q11B Factors impacting administrative cost: Increased broker compensation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	27	15.4	17.5	17.5
	2 No	127	72.6	82.5	100.0
	Total	154	88.0	100.0	
Missing	-9 Refused (phone)	1	.6		
	-7 Don't know (phone)	1	.6		
	-1 No answer (web/mail)	8	4.6		
	System	11	6.3		
	Total	21	12.0		
Total		175	100.0		

**Results**

**Q11C Factors impacting administrative cost: Reduced administrative cost from switching**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	30	17.1	20.5	20.5
	2 No	116	66.3	79.5	100.0
	Total	146	83.4	100.0	
Missing	-9 Refused (phone)	1	.6		
	-7 Don't know (phone)	3	1.7		
	-1 No answer (web/mail)	14	8.0		
	System	11	6.3		
	Total	29	16.6		
Total		175	100.0		

**Q11D Factors impacting administrative cost: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	15	8.6	30.0	30.0
	2 No	35	20.0	70.0	100.0
	Total	50	28.6	100.0	
Missing	-7 Don't know (phone)	1	.6		
	-1 No answer (web/mail)	113	64.6		
	System	11	6.3		
	Total	125	71.4		
Total		175	100.0		

**Q11D\_o Factors impacting administrative cost: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	14	8.0	100.0	100.0
Missing	-5 Skipped due to branching	149	85.1		
	-1 No answer (web/mail)	1	.6		
	System	11	6.3		
	Total	161	92.0		
Total		175	100.0		

**Q12 Advantages using consolidated purchasing system**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	111	63.4	73.5	73.5
	2 No	40	22.9	26.5	100.0
	Total	151	86.3	100.0	
Missing	-7 Don't know (phone)	7	4.0		
	-1 No answer (web/mail)	6	3.4		
	System	11	6.3		
	Total	24	13.7		
Total		175	100.0		

**Results**

**Q13A Rate potential advantage of consolidation: Reduce burden for school district**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	9	5.1	8.0	8.0
	2 Some	52	29.7	46.0	54.0
	3 A lot	52	29.7	46.0	100.0
	Total	113	64.6	100.0	
Missing	-5 Skipped due to branching	47	26.9		
	-1 No answer (web/mail)	4	2.3		
	System	11	6.3		
	Total	62	35.4		
Total		175	100.0		

**Q13B Rate potential advantage of consolidation: Cost savings purchasing state level**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	4	2.3	3.6	3.6
	2 Some	47	26.9	42.7	46.4
	3 A lot	59	33.7	53.6	100.0
	Total	110	62.9	100.0	
Missing	-7 Don't know (phone)	2	1.1		
	-5 Skipped due to branching	47	26.9		
	-1 No answer (web/mail)	5	2.9		
	System	11	6.3		
	Total	65	37.1		
Total		175	100.0		

**Q13C Rate potential advantage of consolidation: Decrease cost for dependents**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	6	3.4	5.5	5.5
	2 Some	53	30.3	48.2	53.6
	3 A lot	51	29.1	46.4	100.0
	Total	110	62.9	100.0	
Missing	-7 Don't know (phone)	2	1.1		
	-5 Skipped due to branching	47	26.9		
	-1 No answer (web/mail)	5	2.9		
	System	11	6.3		
	Total	65	37.1		
Total		175	100.0		

**Results**

**Q13D Rate potential advantage of consolidation: Better coverage**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	21	12.0	18.8	18.8
	2 Some	66	37.7	58.9	77.7
	3 A lot	25	14.3	22.3	100.0
	Total	112	64.0	100.0	
Missing	-7 Don't know (phone)	1	.6		
	-5 Skipped due to branching	47	26.9		
	-1 No answer (web/mail)	4	2.3		
	System	11	6.3		
	Total	63	36.0		
Total		175	100.0		

**Q13E Rate potential advantage of consolidation: Removes local bargaining**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	13	7.4	11.7	11.7
	2 Some	28	16.0	25.2	36.9
	3 A lot	70	40.0	63.1	100.0
	Total	111	63.4	100.0	
Missing	-9 Refused (phone)	1	.6		
	-7 Don't know (phone)	1	.6		
	-5 Skipped due to branching	47	26.9		
	-1 No answer (web/mail)	4	2.3		
	System	11	6.3		
	Total	64	36.6		
Total		175	100.0		

**Q13F Rate potential advantage of consolidation: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	3	1.7	12.5	12.5
	2 Some	3	1.7	12.5	25.0
	3 A lot	9	5.1	37.5	62.5
	4 No other advantages (phone)	9	5.1	37.5	100.0
	Total	24	13.7	100.0	
Missing	-5 Skipped due to branching	47	26.9		
	-1 No answer (web/mail)	93	53.1		
	System	11	6.3		
	Total	151	86.3		
Total		175	100.0		

**Q13F\_o Rate potential advantage of consolidation: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	17	9.7	100.0	100.0
Missing	-5 Skipped due to branching	145	82.9		
	-1 No answer (web/mail)	2	1.1		
	System	11	6.3		
	Total	158	90.3		
Total		175	100.0		



## Results

### Q14 Disadvantages of consolidated health care purchasing system

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	113	64.6	74.3	74.3
	2 No	39	22.3	25.7	100.0
	Total	152	86.9	100.0	
Missing	-9 Refused (phone)	1	.6		
	-7 Don't know (phone)	6	3.4		
	-1 No answer (web/mail)	5	2.9		
	System	11	6.3		
	Total	23	13.1		
Total		175	100.0		

### Q15A Rate potential disadvantage of consolidation: Reduce level of benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	6	3.4	5.4	5.4
	2 Some	64	36.6	57.1	62.5
	3 A lot	42	24.0	37.5	100.0
	Total	112	64.0	100.0	
Missing	-5 Skipped due to branching	46	26.3		
	-1 No answer (web/mail)	6	3.4		
	System	11	6.3		
	Total	63	36.0		
Total		175	100.0		

### Q15B Rate potential disadvantage of consolidation: Increased cost

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	18	10.3	16.2	16.2
	2 Some	56	32.0	50.5	66.7
	3 A lot	37	21.1	33.3	100.0
	Total	111	63.4	100.0	
Missing	-5 Skipped due to branching	46	26.3		
	-1 No answer (web/mail)	7	4.0		
	System	11	6.3		
	Total	64	36.6		
Total		175	100.0		

### Q15C Rate potential disadvantage of consolidation: Less coverage benefits

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	3	1.7	2.7	2.7
	2 Some	72	41.1	65.5	68.2
	3 A lot	35	20.0	31.8	100.0
	Total	110	62.9	100.0	
Missing	-7 Don't know (phone)	1	.6		
	-5 Skipped due to branching	46	26.3		
	-1 No answer (web/mail)	7	4.0		
	System	11	6.3		
	Total	65	37.1		
Total		175	100.0		

**Results**

<b>Q15D Rate potential disadvantage of consolidation: Removes local bargaining</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	49	28.0	45.0	45.0
	2 Some	29	16.6	26.6	71.6
	3 A lot	31	17.7	28.4	100.0
	Total	109	62.3	100.0	
Missing	-5 Skipped due to branching	46	26.3		
	-1 No answer (web/mail)	9	5.1		
	System	11	6.3		
	Total	66	37.7		
Total		175	100.0		

<b>Q15E Rate potential disadvantage of consolidation: Hurts ability to hire part-time</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	26	14.9	23.9	23.9
	2 Some	42	24.0	38.5	62.4
	3 A lot	41	23.4	37.6	100.0
	Total	109	62.3	100.0	
Missing	-7 Don't know (phone)	3	1.7		
	-5 Skipped due to branching	46	26.3		
	-1 No answer (web/mail)	6	3.4		
	System	11	6.3		
	Total	66	37.7		
Total		175	100.0		

<b>Q15F Rate potential disadvantage of consolidation: Other</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all	2	1.1	7.4	7.4
	2 Some	5	2.9	18.5	25.9
	3 A lot	10	5.7	37.0	63.0
	4 No other disadvantages (phone)	10	5.7	37.0	100.0
	Total	27	15.4	100.0	
Missing	-5 Skipped due to branching	46	26.3		
	-1 No answer (web/mail)	91	52.0		
	System	11	6.3		
	Total	148	84.6		
Total		175	100.0		

<b>Q15F_o Rate potential disadvantage of consolidation: Other</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	20	11.4	100.0	100.0
Missing	-5 Skipped due to branching	142	81.1		
	-1 No answer (web/mail)	2	1.1		
	System	11	6.3		
	Total	155	88.6		
Total		175	100.0		

**Results**

**Q16 Greatest issue for employee benefits**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Premiums	101	57.7	63.9	63.9
	2 Administrative costs/time	9	5.1	5.7	69.6
	3 Funding	39	22.3	24.7	94.3
	4 Other	9	5.1	5.7	100.0
	Total	158	90.3	100.0	
Missing	-7 Don't know (phone)	1	.6		
	-1 No answer (web/mail)	5	2.9		
	System	11	6.3		
	Total	17	9.7		
Total		175	100.0		

**Q16\_4\_o Greatest issue for employee benefits: Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	12	6.9	100.0	100.0
Missing	-5 Skipped due to branching	152	86.9		
	System	11	6.3		
	Total	163	93.1		
Total		175	100.0		

**Q17 Anything else related to employee health benefits**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	58	33.1	76.3	76.3
	2 No comment (phone)	18	10.3	23.7	100.0
	Total	76	43.4	100.0	
Missing	-1 No answer (web/mail)	88	50.3		
	System	11	6.3		
	Total	99	56.6		
Total		175	100.0		

**Results**

Q18A Number of years current school district					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	8	4.6	4.9	4.9
	1	17	9.7	10.5	15.4
	2	1	.6	.6	16.0
	2	14	8.0	8.6	24.7
	3	8	4.6	4.9	29.6
	4	5	2.9	3.1	32.7
	5	14	8.0	8.6	41.4
	6	6	3.4	3.7	45.1
	7	4	2.3	2.5	47.5
	8	14	8.0	8.6	56.2
	9	6	3.4	3.7	59.9
	10	9	5.1	5.6	65.4
	11	6	3.4	3.7	69.1
	12	3	1.7	1.9	71.0
	13	6	3.4	3.7	74.7
	14	3	1.7	1.9	76.5
	15	7	4.0	4.3	80.9
	16	5	2.9	3.1	84.0
	17	4	2.3	2.5	86.4
	18	1	.6	.6	87.0
	19	1	.6	.6	87.7
	20	3	1.7	1.9	89.5
	21	1	.6	.6	90.1
	22	2	1.1	1.2	91.4
	23	1	.6	.6	92.0
	24	1	.6	.6	92.6
	25	4	2.3	2.5	95.1
	26	1	.6	.6	95.7
	27	2	1.1	1.2	96.9
	28	3	1.7	1.9	98.8
	30	1	.6	.6	99.4
	38	1	.6	.6	100.0
	Total	162	92.6	100.0	
Missing	-1 No answer (web/mail)	2	1.1		
	System	11	6.3		
	Total	13	7.4		
Total		175	100.0		

**Results**

Q18B Number of years other Washington State school district					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	56	32.0	42.4	42.4
	1	5	2.9	3.8	46.2
	2	4	2.3	3.0	49.2
	3	5	2.9	3.8	53.0
	5	3	1.7	2.3	55.3
	6	1	.6	.8	56.1
	6	4	2.3	3.0	59.1
	7	1	.6	.8	59.8
	8	3	1.7	2.3	62.1
	9	5	2.9	3.8	65.9
	10	4	2.3	3.0	68.9
	11	1	.6	.8	69.7
	12	3	1.7	2.3	72.0
	13	3	1.7	2.3	74.2
	14	1	.6	.8	75.0
	14	2	1.1	1.5	76.5
	15	4	2.3	3.0	79.5
	16	3	1.7	2.3	81.8
	17	2	1.1	1.5	83.3
	18	2	1.1	1.5	84.8
	20	4	2.3	3.0	87.9
	23	2	1.1	1.5	89.4
	24	2	1.1	1.5	90.9
	25	3	1.7	2.3	93.2
	26	1	.6	.8	93.9
	28	2	1.1	1.5	95.5
	29	1	.6	.8	96.2
	30	1	.6	.8	97.0
	31	1	.6	.8	97.7
	36	1	.6	.8	98.5
	37	1	.6	.8	99.2
	38	1	.6	.8	100.0
	Total	132	75.4	100.0	
Missing	-1 No answer (web/mail)	32	18.3		
	System	11	6.3		
	Total	43	24.6		
Total		175	100.0		

Q19 May JLARC contact you regarding your responses?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	102	58.3	62.2	62.2
	2 No	62	35.4	37.8	100.0
	Total	164	93.7	100.0	
Missing	System	11	6.3		
Total		175	100.0		

**Results**

Q20 Anything else about survey					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Comment	18	10.3	41.9	41.9
	2 No comment (phone)	25	14.3	58.1	100.0
	Total	43	24.6	100.0	
Missing	-1 No answer (web/mail)	120	68.6		
	System	12	6.9		
	Total	132	75.4		
Total		175	100.0		

# 5.

## Instruments

### Correspondence

#### Pre-notification Letter



Social and Economic Sciences Research Center

July 24, 2015

Dear Superintendent,

You and your colleagues in public school districts across the state know how important health benefits are to your employees. Health insurance is critical to their wellbeing and is a significant part of their compensation. It also represents a large expenditure for the district and the state. In 2012, the Washington State Legislature passed ESSB 5940 which deals with purchasing school district employee health benefits. School districts and their benefit providers were directed to work on the following legislative goals to:

- (a) Improve the transparency of health benefit plan claims and financial data to assure prudent and efficient use of taxpayers' funds at the state and local levels;
- (b) Create greater affordability for full family coverage and greater equity between premium costs for full family coverage and employee only coverage for the same health benefit plan; and
- (c) Promote health care innovations and cost savings and significantly reduce administrative costs.

ESSB 5940 also directed the Joint Legislative Audit and Review Committee's (JLARC) nonpartisan staff to assess districts' progress on the goals. JLARC staff are to report on any barriers districts are encountering as well as what actions might be taken to assist districts in meeting the goals. From discussions JLARC staff have had with leaders in a handful of districts we know there are challenges in responding to the Legislature's request for implementing the health benefit changes. This survey is being conducted to give all school districts the opportunity to share unique situations faced in carrying out this mandate.

The survey is located<sup>1</sup> at: [www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015)

Your survey access code is: «RESPID»

This survey is voluntary. However, we hope that you will take a few minutes to share your opinions and experience by going online to complete the survey, where the survey is hosted on a secure web-server. You may choose to skip questions on the survey if you do not feel like answering them. On average, the survey should take you about 10-15 minutes to complete. We will also send you an email with the link later this week.

The Social & Economic Sciences Research Center (SESRC) at Washington State University is administering the survey on JLARC's behalf. Please email us at [sesrcweb2@wsu.edu](mailto:sesrcweb2@wsu.edu) if you have any questions. If you do not want to receive future requests to participate, please call 1-800-833-0867 so we can take you off of the survey mailing list.

Thank you very much for helping with this important survey.

Sincerely,

Danna L. Moore  
SESRC Study Director

<sup>1</sup> Please type [www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015) into the address line at the top of your web browser screen. For security and confidentiality reasons, the link does not work if you enter it into Google, Bing, Yahoo or other search engines.

Research and Administrative Offices, 133 Wilson-Short Hall  
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PO Box 641801, Pullman, WA 99164-1801 | 509-335-1721 | Fax: 509-335-4688

## Email Augmentation with Pre-notification Letter

### Subject line: K-12 Employee Health Benefits Assessment

Dear Superintendent,

We recently sent you a letter inviting you to fill out an assessment regarding health benefits for your employees. If you have already filled out the survey, thank you very much for your time and efforts in doing so. Below the link is the text from the letter.

The survey is located<sup>1</sup> at: [www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015)

Your survey access code is: «RESPID»

You and your colleagues in public school districts across the state know how important health benefits are to your employees. Health insurance is critical to their wellbeing and is a significant part of their compensation. It also represents a large expenditure for the district and the state. In 2012, the Washington State Legislature passed ESSB 5940 which deals with purchasing school district employee health benefits. School districts and their benefit providers were directed to work on the following legislative goals to:

- (a) Improve the transparency of health benefit plan claims and financial data to assure prudent and efficient use of taxpayers' funds at the state and local levels;
- (b) Create greater affordability for full family coverage and greater equity between premium costs for full family coverage and employee only coverage for the same health benefit plan; and
- (c) Promote health care innovations and cost savings and significantly reduce administrative costs.

ESSB 5940 also directed the Joint Legislative Audit and Review Committee's (JLARC) nonpartisan staff to assess districts' progress on the goals. JLARC staff are to report on any barriers districts are encountering as well as what actions might be taken to assist districts in meeting the goals. From discussions JLARC staff have had with leaders in a handful of districts we know there are challenges in responding to the Legislature's request for implementing the health benefit changes. This survey is being conducted to give all school districts the opportunity to share unique situations faced in carrying out this mandate.

This survey is voluntary. However, we hope that you will take a few minutes to share your opinions and experience by going online to complete the survey, where the survey is hosted on a secure web-server. You may choose to skip questions on the survey if you do not feel like answering them. On average, the survey should take you about 10-15 minutes to complete.

The Social & Economic Sciences Research Center (SESRC) at Washington State University is administering the survey on JLARC's behalf. Please email us at [sesrcweb2@wsu.edu](mailto:sesrcweb2@wsu.edu) if you have any questions. If you do not want to receive future requests to participate, please call 1-800-833-0867 so we can take you off of the survey mailing list.

Thank you very much for helping with this important survey.

Sincerely,

Danna L. Moore  
SESRC Study Director

<sup>1</sup> Please type [www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015) into the address line at the top of your web browser screen. For security and confidentiality reasons, the link does not work if you enter it into Google, Bing, Yahoo or other search engines.



## Questionnaire Cover Letter



Social and Economic Sciences Research Center

August 10, 2015

«DISTNAME» Superintendent or Business Officer  
«ADDR»  
«CITY», «STATE» «ZIP» «DASH» «ZIP4»

Dear Superintendent,

Over the last weeks, we have sent you correspondence about taking an important survey from the Joint Legislative Audit and Review Committee (JLARC). This survey is voluntary, but we are writing again because your survey response is important for helping us get accurate results. We sent the survey to 295 school districts in Washington and we are encouraged by our response so far, but the results will be more meaningful if we hear from nearly everyone.

*If you prefer to take the survey online, the survey is located at:*

[www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015)

Your survey access code is: «RESPID»

*If you prefer a paper survey, please complete the enclosed questionnaire and return it in the postage-paid return envelope provided.*

The survey asks about Health Benefits for K-12 employees in your district. It should take about 10-15 minutes of your time to complete. **The results will help inform legislative leaders support and further develop the health benefits for K-12 employees in our state.** The online version of the survey is the same as the paper version and is hosted on a secure web-server.

JLARC contracted with the Social & Economic Sciences Research Center (SESRC) at Washington State University to administer this survey. If you have any questions or comments about the study, we would be happy to hear them. You can email us at [SESRCweb2@wsu.edu](mailto:SESRCweb2@wsu.edu). Please remember that we cannot guarantee the confidentiality of any information sent by email.

If, for whatever reason, you prefer not to respond and do not want to receive future requests to participate, please let us know by calling 1-800-833-0867 so we can take you off of the survey mailing list.

Thank you very much for helping with our research.

Sincerely,

Danna L. Moore  
SESRC Study Director

Research and Administrative Offices, 133 Wilson-Short Hall  
PO Box 644014, Pullman, WA 99164-4014 | 509-335-1511 | Fax: 509-335-0116

Public Opinion Laboratory, 1615 NE Eastgate Blvd, Section F  
PO Box 641801, Pullman, WA 99164-1801 | 509-335-1721 | Fax: 509-335-4688

## Email Augmentation with Questionnaire Mailing

### Subject line: K-12 Employee Health Benefits Assessment

Dear Superintendent,

We recently sent you a paper version of an important survey from the Joint Legislative Audit and Review Committee (JLARC). If you did not receive it and would like a paper copy, please call 1-800-833-0867, and we can have one sent to you again. This survey is voluntary, but we are writing again because your survey response is important for helping us get accurate results.

*If you prefer to take the survey online, the survey is located at:*

[www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015)

Your survey access code is: «RESPID»

The survey asks about Health Benefits for K-12 employees in your district. It should take about 10-15 minutes of your time to complete. **The results will help inform legislative leaders support and further develop the health benefits for K-12 employees in our state.** The online version of the survey is the same as the paper version and is hosted on a secure web-server.

JLARC contracted with the Social & Economic Sciences Research Center (SESRC) at Washington State University to administer this survey. If you have any questions or comments about the study, we would be happy to hear them. You can email us at [SESRCweb2@wsu.edu](mailto:SESRCweb2@wsu.edu). Please remember that we cannot guarantee the confidentiality of any information sent by email.

If, for whatever reason, you prefer not to respond and do not want to receive future requests to participate, please let us know by calling 1-800-833-0867 so we can take you off of the survey mailing list.

Thank you very much for helping with our research.

Sincerely,

Danna L. Moore  
SESRC Study Director

### Reminder/Thank you Postcard

About two weeks ago, we sent you a questionnaire about how school districts in Washington State are progressing in making changes to K-12 Health Benefit Plans (ESSB 5940). *If you have already answered the questionnaire, thank you!* If you have not yet had time to respond, we ask that you do so as soon as possible. The more people that respond, the better the results will be.

Secure website: [www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015)  
Access code: «RespID»

The survey is voluntary and hosted on a secure web-server. We are especially grateful for your help. It is only by asking district administrators like you that we can understand the progress and barriers to making changes in K-12 employee health benefits.

JLARC has contracted with the Social & Economic Sciences Research Center (SESRC) at Washington State University to administer the survey on our behalf. If you have any questions or comments about the study, we would be happy to hear them. You can email us at [SESRCweb2@wsu.edu](mailto:SESRCweb2@wsu.edu) or by phone: 1-800-833-0867.

Danna L. Moore  
Study Director «Next Record»



«RESPID»  
Joint Legislative Audit & Review Committee  
c/o Social & Economic Sciences Research Center  
PO Box 641801  
Pullman, WA 99164-1801

**Superintendent «CONNAME»**  
**«DISTNAME»**  
**«ADDR»**  
**«CITY», «STATE» «ZIP»«DASH»«ZIP4»**  
**«Next Record»**

## Email Augmentation with Postcard

### Subject line: Final Notice: K-12 Employee Health Benefits Assessment

Dear District Administrator,

This is our last contact requesting your school district's participation for an important survey from the Joint Legislative Audit and Review Committee (JLARC) about ESSB 5940. **The deadline to include your district's response is August 25, 2015.** This survey is voluntary, but your participation is critical to the accuracy and the study results representing all district circumstances with regard to the impacts of ESSB 5940. Thus far the response has been encouraging. We would like to hear from all school districts and include as many districts across the state as possible.

We encourage you to take the survey online, it is easy and brief. The survey is located at:

[www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015)

Your survey access code is: «RESPID»

The survey asks about Health Benefits for K-12 employees in your district. It should take about 10-15 minutes of your time to complete. **The results will help inform legislative leaders address issues and further develop the health benefits for K-12 employees in our state.** The online version of the survey is hosted on a secure web-server.

JLARC contracted with the Social & Economic Sciences Research Center (SESRC) at Washington State University to administer this survey. If you have any questions or comments about the study, we would be happy to hear them. You can email us at [SESRCweb2@wsu.edu](mailto:SESRCweb2@wsu.edu). Please remember that we cannot guarantee the confidentiality of any information sent by email.

Thank you very much for helping with our research.

Sincerely,

Danna L. Moore  
SESRC Study Director

## Telephone FAQs

**JLHB15 FAQ'S**  
**K-12 Employee Health Benefits School District Assessment**  
**Access Code: XXX-XXX-XXX**  
**SESRC 800#: 1-800-833-0867**

**Q. HOW DID YOU GET MY NAME/PHONE NUMBER?**

- A. Your name was obtained from the Joint Legislative Audit and Review Committee (JLARC) who provided a list of phone numbers for Washington State school district superintendents.

**Q. WHAT IS THE PURPOSE OF THIS STUDY?**

- A. JLARC is assessing health benefit plan changes and activities and determining any barriers that need to be removed to make progress towards achieving legislative goals.

**Q. WHO IS SPONSORING THIS STUDY? WHO IS FUNDING THE SURVEY?**

- A. The Joint Legislative Audit and Review Committee (JLARC).

**Q. WHO IS THE PERSON RESPONSIBLE FOR THE STUDY?**

- A. The people responsible for the study at SESRC are Danna Moore and Nathan Palmer. You can contact them by calling 1-800-833-0867 and mention that you calling about the K-12 employee health benefits study. You can also e-mail them at [nathan.palmer@wsu.edu](mailto:nathan.palmer@wsu.edu).

**Q. HOW MANY PEOPLE WILL BE PARTICIPATING?**

- A. We will be contacting 295 school districts.

**Q. CAN I COMPLETE THE SURVEY ONLINE?**

- A. You can access the survey online at [www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015) and your access code is (case ID).

**Q. WHO ARE YOU? WHO IS CONDUCTING THIS INTERVIEW?**

- A. I am (a student) working part-time for the Social and Economic Sciences Research Center (SESRC) at Washington State University. The Joint Legislative Audit Review Committee has contracted with us to conduct the actual interviews to collect necessary information for the study.

**Q. HOW WILL MY ANSWERS BE USED AND WILL THEY BE KEPT CONFIDENTIAL?**

- A. JLARC will be using the data to identify and remove barriers districts are encountering while making changes to health benefits to their employees to meet legislative goals.

I want to assure you that all information that may identify you will be protected during the data collection process, and then destroyed. Your answers will be combined so that no one individual's answers can be identified in the final results.

**Q. WHO CAN I CONTACT WITH QUESTIONS OR TO VERIFY THE LEGITIMACY OF THIS STUDY?**

- A. I would be glad to give you our telephone number here at the SESRC, which you can call and ask to speak to my supervisor. The number is 1-800-833-0867.

You may also visit our website at [www.sesrc.wsu.edu](http://www.sesrc.wsu.edu)

**IF RESPONDENT ASKS FOR NAME OF SUPERVISOR**

My supervisor's name is.... (Tim Lensing, Tony Hernandez, Maria Carrillo, Alex Woods)

**Q. IS THIS CONFIDENTIAL?**

- A. Yes. Your telephone number will be removed from the data set after the survey is completed.

Also, maintaining confidentiality is extremely important to the success of our research center, because we conduct many surveys. Therefore, we are very careful to protect your privacy.

**Q. CAN I GET A COPY OF THE RESULTS?**

- A. I can take down your name and address and the information will be provided to the project sponsor with your request for a copy of the results. This information will be provided separately and will not be linked to your answers.

*(Interviewer: This is done by pressing the Results button)*

**Q. RESPONDENT IS REGISTERED ON THE DO NOT CALL LIST?**

- A. The Do Not Call list applies to sales or telemarketing calls only. We are not selling anything and our sole purpose for calling is to do research to gather information and opinions for decision makers. Your opinions are extremely valuable and we would really appreciate your help with this project.

For further information regarding the National Do Not Call Registry you can go to the following web site [www.donotcall.gov](http://www.donotcall.gov)

**Refusal Preventions**

You can also answer the questions online. For the web survey, you can complete it in parts. All your answers are saved as you go through so you can exit at any time. When you go back to the web survey, after you put in your access code on the introduction screen, you will be skipped to the last question you answered.

I know your time is valuable and I want to do the interview at a convenient time for you. I could give you a call at (suggest alternate days and times). Or you can complete the survey online at [opinion.wsu.edu/schooldistrict2015](http://opinion.wsu.edu/schooldistrict2015). Your online access code is (case ID).

I understand that you are very busy. I can give you the website and your access code so that you can complete the survey online at a time that is more convenient for you. The website is [opinion.wsu.edu/schooldistrict2015](http://opinion.wsu.edu/schooldistrict2015) and your access code is (case ID).

Your answers will be kept strictly confidential and information you provide will not be linked to your name.

### Project Definitions

JLARC – pronounced J-lark is the Joint Legislative Audit and Review Committee

### Project Specifications

*(This section is update by data collection to list the issues and items to be covered during the project training)*

- The project is scheduled to be completed by 8/19.
- We are looking to obtain 177 or AMAP completed interviews.
- The survey is expected to take 12 minutes to complete.
- Survey is only being conducting in English.
  - Respondents who speak Spanish only code as LS
  - Respondents who speak another language other than English and Spanish code as LG.
- *This is a listed sample of Washington State school district superintendents.*
- We are making 3 call attempts. Daytime attempts
- We are doing web lookups for WN, DS, CC, etc.
- *Answering machine message:*
- Hello, this message is for <CONNAME>. My name is (name) and I'm calling on behalf of the Joint Legislative Audit and Review Committee about an important study we are doing to assess the ongoing efforts to make changes to the provision of health benefits to K through 12 employees to meet legislative goals. Please call us at 1-800-833-0867 or go to [www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015) to complete the survey. Your access code is <RespID>. Thank you!
- 
- Ineligible cases are defined as :
  - No longer a school district (12)

### **What are the legislative goals?**

#### *Legislature Request*

*In 2012, the Washington State Legislature passed ESSB 5940 dealing with health benefits school districts provide their employees. School districts and their benefit providers were directed to work on the following legislative goals to:*

- (a) Improve the transparency of health benefit plan claims and financial data to assure prudent and efficient use of taxpayers' funds at the state and local levels;*
- (b) Create greater affordability for full family coverage and greater equity between premium costs for full family coverage and employee only coverage for the same health benefit plan; and*
- (c) Promote health care innovations and cost savings and significantly reduce administrative costs.*

*As part of this legislation, the Office of the Insurance Commissioner has been collecting data annually and the Health Care Authority has reported on possible alternative approaches to purchasing K-12 employee health benefits.*

*ESSB 5940 also directed the Joint Legislative Audit and Review Committee's (JLARC) nonpartisan staff to assess districts' progress on the goals; and report on any barriers districts might be encountering as well as what actions might be taken to assist districts. JLARC will be reporting to the Legislature in December of this year.*

*Please feel free to contact John Bowden, Research Analyst, with any questions related to the JLARC study or with any additional comments you may have regarding your districts efforts to implement ESSB 5940. John can be reached at 360-786-5298 or [john.bowden@leg.wa.gov](mailto:john.bowden@leg.wa.gov).*



## Web Screens

Joint Legislative Audit Review Committee

### **K-12 Employee Health Benefits School District Assessment**

#### **Welcome to An Assessment of Barriers to Progress on Providing Health Benefits to K-12 Employees and Their Families!**

The Joint Legislative Audit Review Committee (JLARC), a bipartisan committee with members from both the House and the Senate is assessing the ongoing efforts associated with ESSB 5940 to make changes to the provision of health care benefits to K-12 employees. JLARC is to report to the Washington State Legislature on the progress of school districts and their benefit providers. JLARC is to also identify any barriers districts may be encountering.

This survey is one component of an assessment of districts' efforts to address health benefit plan changes and activities. As a district superintendent or administrator, your opinion is critically important to our assessment and our ability to communicate possible actions to remove barriers to improvement. Questions in this survey will ask you about efforts and experiences in your school district. The survey will take approximately 15 minutes to complete.

If you have questions regarding this survey, please call: 1-800-833-0867

*Thank you for helping us with this important assessment!*

**Danna L. Moore**  
SESRC Principal Investigator

**Please enter your Access Code listed in  
the message we sent to you:**

**Submit Personal Access Code**

Contact us: [sesrcweb2@wsu.edu](mailto:sesrcweb2@wsu.edu) 1-800-833-0867 | - © SESRC 2015  
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Joint Legislative Audit Review Committee

## **K-12 Employee Health Benefits School District Assessment**

Question 1 of 20

**This survey is sent to school district superintendents. However, please feel free to forward the survey to one of your staff whose duties include procuring/administering employee health benefits and/or negotiating health benefits with bargaining units.**

**Only one response per school district is allowed.**

### ***Instructions***

*Your responses are voluntary and you may choose to skip questions on the survey if you wish.*

*This survey is important to understand school districts' progress towards health care compliance. Please answer the questions based on collective bargaining agreements (CBAs) that will be in place for the 2015-2016 school year.*

*"Eligible employee" means an employee of your district whose work hours qualify for health benefits and who has elected coverage.*

*You will be able to review the questions and your responses before submitting.*

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 1 of 20

**What is your responsibility in this school district? Are you this school district's...**

- ☐ Superintendent
- ☐ Business officer
- ☐ Other administrator, *please specify:*

### Legislature Request

*In 2012, the Washington State Legislature passed ESSB 5940 dealing with health benefits school districts provide their employees. School districts and their benefit providers were directed to work on the following legislative goals to:*

- a. Improve the transparency of health benefit plan claims and financial data to assure prudent and efficient use of taxpayers' funds at the state and local levels;*
- b. Create greater affordability for full family coverage and greater equity between premium costs for full family coverage and employee only coverage for the same health benefit plan; and*
- c. Promote health care innovations and cost savings and significantly reduce administrative costs.*

*As part of this legislation, the Office of the Insurance Commissioner has been collecting data annually and the Health Care Authority has reported on possible alternative approaches to purchasing K-12 employee health benefits.*

*ESSB 5940 also directed the Joint Legislative Audit and Review Committee's (JLARC) nonpartisan staff to assess districts' progress on the goals; and report on any barriers districts might be encountering as well as what actions might be taken to assist districts. JLARC will be reporting to the Legislature in December of this year.*

*Please feel free to contact John Bowden, Research Analyst, with any questions related to the JLARC study or with any additional comments you may have regarding your districts efforts to implement ESSB 5940. John can be reached at 360-786-5298 or john.bowden@leg.wa.gov.*

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 2 of 20

**The Legislature set a goal in 2012 of having the employee's cost for full family coverage be no more than three times an employee's cost for employee-only coverage for the same plan.**

**We want to know what the barriers are in moving toward a 3:1 ratio for full family coverage compared to employee-only coverage. Of the barriers listed below, which, if any, has your district experienced? Please indicate yes or no for each.**

	Yes	No
Goals unclear or no/insufficient guidance to districts	<input type="radio"/>	<input type="radio"/>
Goals not mandatory	<input type="radio"/>	<input type="radio"/>
Each employee generates a certain amount of state funding which is perceived as belonging to that employee	<input type="radio"/>	<input type="radio"/>
We were told by carriers/brokers/unions we didn't have to comply	<input type="radio"/>	<input type="radio"/>
Difficulties negotiating with bargaining units or couldn't open CBA	<input type="radio"/>	<input type="radio"/>
We don't agree with the goals or intentions	<input type="radio"/>	<input type="radio"/>
Not enough funding	<input type="radio"/>	<input type="radio"/>
Other, please specify: <input type="text"/>	<input type="radio"/>	<input type="radio"/>

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 3 of 20

**What steps have you taken since 2012 or are you planning on taking to move toward a 3:1 ratio for the employee's share of the premium for full family coverage compared to employee-only coverage? Please describe in box below**

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 4 of 20

**In 2012, the Legislature stated its intention that each employee receiving health benefits contribute to the cost of his or her health benefits.**

**Does every eligible employee pay some amount per month (either a percentage of the premium or a flat dollar amount) for benefits?**

- ☐ Yes, every eligible employee pays a percentage of the premium
- ☐ Yes, every eligible employee pays a flat dollar amount per month
- ☐ Yes, every eligible employee pays something where some employees pay a percentage and some pay a flat dollar amount
- ☐ Not every eligible employee pays some amount per month for benefits

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**IF Q04 = 1 OR Q04 = 2 OR Q04 = 3 → Q07  
ELSE → Q04A**

Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 4a of 20

**If you feel additional comment is needed to explain the employee premium share arrangement(s) in your district, please do so below.**

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 5 of 20

**What percentage of your eligible employees are required to pay some amount for benefits?** *Please give your best estimate*

Percent of all employees that pay some amount of the premium for health benefits

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 6 of 20

**What are the barriers to every eligible employee contributing some amount to paying for health benefits?** *Please select one response in each row*

	Yes	No
Goals unclear or no/insufficient guidance to districts	<input type="radio"/>	<input type="radio"/>
Goals not mandatory	<input type="radio"/>	<input type="radio"/>
Each employee generates a certain amount of state funding which is perceived as belonging to that employee	<input type="radio"/>	<input type="radio"/>
We were told by carriers/brokers/unions we didn't have to comply	<input type="radio"/>	<input type="radio"/>
Difficulties negotiating with bargaining units or couldn't open CBA	<input type="radio"/>	<input type="radio"/>
We don't agree with the goals or intentions	<input type="radio"/>	<input type="radio"/>
Not enough funding	<input type="radio"/>	<input type="radio"/>
Other, please specify: <input type="text"/>	<input type="radio"/>	<input type="radio"/>

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 7 of 20

**In 2012, the Legislature stated its intention that employees pay more of the premium if they select a higher cost plan.**

**Do employees who select a higher cost health plan pay more of the premium?**

- ☐ Yes  
☐ No

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**IF Q07 = 1 → Q09  
 ELSE → Q08**

Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 8 of 20

**What are the barriers to having employees who select a higher cost health plan pay more of the premium? Please select one response in each row**

	Yes	No
Goals unclear or no/insufficient guidance to districts	<input type="radio"/>	<input type="radio"/>
Goals not mandatory	<input type="radio"/>	<input type="radio"/>
Each employee generates a certain amount of state funding which is perceived as belonging to that employee	<input type="radio"/>	<input type="radio"/>
We were told by carriers/brokers/unions we didn't have to comply	<input type="radio"/>	<input type="radio"/>
Difficulties negotiating with bargaining units or couldn't open CBA	<input type="radio"/>	<input type="radio"/>
We don't agree with the goals or intentions	<input type="radio"/>	<input type="radio"/>
Not enough funding	<input type="radio"/>	<input type="radio"/>
Other, please specify: <input type="text"/>	<input type="radio"/>	<input type="radio"/>

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 9 of 20

**The Legislature set a goal in 2012 of significantly reducing administrative costs.**

**Since 2012, have your administrative costs associated with providing employee health benefits changed? Would you say these costs have...**

- ☐ Decreased
- ☐ Remained the same
- ☐ Increased

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 10 of 20

**Are any of the following what you consider to be administrative costs related to health benefits?**

	Yes	No
Portion of salary paid to district staff working on health benefit administration (open enrollment, pooling, etc.)	<input type="radio"/>	<input type="radio"/>
Portion of salary paid to district staff when negotiating health benefits in bargaining agreements	<input type="radio"/>	<input type="radio"/>
Cost paid to brokers who assist the district in working with carriers and/or benefit administration	<input type="radio"/>	<input type="radio"/>
Cost of informational materials regarding benefits and plan options	<input type="radio"/>	<input type="radio"/>
Other, please specify: <input type="text"/>	<input type="radio"/>	<input type="radio"/>

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 11 of 20

**Are any of the following factors that impact administrative costs?**

	Yes	No
Hired additional business staff and/or dedicated more staff time for ESSB 5940 compliance	<input type="radio"/>	<input type="radio"/>
Increased compensation paid to broker or other third party to help with health benefits administration	<input type="radio"/>	<input type="radio"/>
Reduced administrative costs by switching or reducing carriers and/or number of plans offered	<input type="radio"/>	<input type="radio"/>
Other, please specify: <input type="text"/>	<input type="radio"/>	<input type="radio"/>

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 12 of 20

**The Legislature wants to better understand the advantages and disadvantages of a single consolidated health care purchasing system.**

**If school district employee health benefits were purchased for your district through a single consolidated health care purchasing system, do you think there would be advantages?**

- ☐ Yes  
☐ No

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**IF Q12 = 2 → Q14  
ELSE → Q13**

Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 13 of 20

**Please rate the extent each is a potential ADVANTAGE of consolidation.**

	Not at all	Some	A lot
Reduce administrative burden for school districts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Statewide cost savings by purchasing at state level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decrease cost for employees covering dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better coverage for some employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Removes local collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## K-12 Employee Health Benefits School District Assessment

Question 14 of 20

**If school district employee health benefits were purchased for your district through a single consolidated health care purchasing system, do you think there would be disadvantages?**

- ☐ Yes  
☐ No

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**IF Q14 = 2 → Q16  
ELSE → Q15**

Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 15 of 20

**Please rate the extent each is a potential DISADVANTAGE of consolidation.**

	Not at all	Some	A lot
Reduce the level of health benefits some employees receive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase costs for employees only covering themselves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Less coverage benefits for some employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Removes local collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hurt school districts ability to hire part-time employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## K-12 Employee Health Benefits School District Assessment

Question 16 of 20

**What is the greatest issue related to employee benefits?**

- ☐ Premiums
- ☐ Administrative costs/time
- ☐ Funding
- ☐ Other, please specify:

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## K-12 Employee Health Benefits School District Assessment

Question 17 of 20

**If there is anything else related to employee health benefits you would like to share with us, please feel free to comment here:**

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## K-12 Employee Health Benefits School District Assessment

Question 18 of 20

**Please indicate the total number of years you have been a school district superintendent or business officer in each of the following categories including this school year. Please fill in numbers below for each category.**

In your current school district  years

In other Washington State school district(s)  years

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Joint Legislative Audit Review Committee

## K-12 Employee Health Benefits School District Assessment

Question 19 of 20

**Please indicate if JLARC staff may contact you regarding your responses by including your name and telephone below.**

Name:

Phone:

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Joint Legislative Audit Review Committee

## **K-12 Employee Health Benefits School District Assessment**

Question 20 of 20

**If there is anything else about the topics in this survey or about the survey itself you would like to share with us, please feel free to comment here:**

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Joint Legislative Audit Review Committee

## **K-12 Employee Health Benefits School District Assessment**

You are about to finish this survey.  
To submit the survey, click the "Submit survey" button below.  
To review your answers starting from the beginning, click the "Review your answers" button.

Review your answers

Submit survey

Contact us: [sesrcweb2@wsu.edu](mailto:sesrcweb2@wsu.edu) 1-800-833-0867 | - © SESRC 2015  
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Joint Legislative Audit Review Committee

## **K-12 Employee Health Benefits School District Assessment**

Your completed questionnaire has been received.

Thank You!

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## Paper Questionnaire

# A SURVEY OF K-12 SCHOOL DISTRICTS IN WASHINGTON STATE

## An Assessment of Barriers to Progress on Providing Health Benefits to K-12 Employees and Their Families

The Joint Legislative Audit and Review Committee (JLARC), a bipartisan committee with members from both the House and the Senate is assessing the ongoing efforts associated with ESSB 5940 to make changes to the provision of health care benefits to K-12 employees. JLARC is to report to the Washington State Legislature on the progress of school districts and their benefit providers. JLARC is to also identify any barriers districts may be encountering.

This survey is one component of an assessment of districts' efforts to address health benefit plan changes and activities. As a district superintendent or administrator, your opinion is critically important to our assessment and our ability to communicate possible actions to remove barriers to improvement. Questions in this survey will ask you about efforts and experiences in your school district. The survey will take approximately 15 minutes to complete. This survey is also available on-line and may be easier to complete.

If you have questions regarding this survey, please call: 1-800-833-0867

*Thank you for helping us with this important assessment!*

*Your opinion  
and experience  
matter!*

Joint Legislative Audit and  
Review Committee

Washington State  
Legislature

Social and Economic  
Sciences Research Center  
Washington State  
University

*Legislature Request*

*In 2012, the Washington State Legislature passed ESSB 5940 dealing with health benefits school districts provide their employees. School districts and their benefit providers were directed to work on the following legislative goals to:*

- (a) Improve the transparency of health benefit plan claims and financial data to assure prudent and efficient use of taxpayers' funds at the state and local levels;*
- (b) Create greater affordability for full family coverage and greater equity between premium costs for full family coverage and employee only coverage for the same health benefit plan; and*
- (c) Promote health care innovations and cost savings and significantly reduce administrative costs.*

*As part of this legislation, the Office of the Insurance Commissioner has been collecting data annually and the Health Care Authority has reported on possible alternative approaches to purchasing K-12 employee health benefits.*

*ESSB 5940 also directed the Joint Legislative Audit and Review Committee's (JLARC) nonpartisan staff to assess districts' progress on the goals; and report on any barriers districts might be encountering as well as what actions might be taken to assist districts. JLARC will be reporting to the Legislature in December of this year.*

*Please feel free to contact John Bowden, Research Analyst, with any questions related to the JLARC study or with any additional comments you may have regarding your districts efforts to implement ESSB 5940. John can be reached at 360-786-5298 or [john.bowden@leg.wa.gov](mailto:john.bowden@leg.wa.gov).*

### Health Benefit Changes

This survey is sent to school district superintendents. However, please feel free to forward the survey to one of your staff whose duties include procuring/administering employee health benefits and/or negotiating health benefits with bargaining units.

Only one response per school district is allowed.

#### Instructions

Your responses are voluntary and you may choose to skip questions on the survey if you wish.

This survey is important to understand school districts' progress towards health care compliance. Please answer the questions based on collective bargaining agreements (CBAs) that will be in place for the 2015-2016 school year.

"Eligible employee" means an employee of your district whose work hours qualify for health benefits and who has elected coverage.

**Q1. What is your responsibility in this school district? Are you this school district's...**

- ☐ <sub>1</sub> Superintendent
- ☐ <sub>2</sub> Business officer
- ☐ <sub>3</sub> Other administrator (Please specify job title: \_\_\_\_\_).

The Legislature set a goal in 2012 of having the employee's cost for full family coverage be no more than three times an employee's cost for employee-only coverage for the same plan.

**Q2. We want to know what the barriers are in moving toward a 3:1 ratio for full family coverage compared to employee-only coverage. Of the barriers listed below, which, if any, has your district experienced? (Please indicate yes or no for each.)**

	Yes	No
Goals unclear or no/insufficient guidance to districts	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
Goals not mandatory	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
Each employee generates a certain amount of state funding which is perceived as belonging to that employee	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
We were told by carriers/brokers/unions we didn't have to comply	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
Difficulties negotiating with bargaining units or couldn't open CBA	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
We don't agree with the goals or intentions	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
Not enough funding	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
Other (Specify):	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>



**Q3. What steps have you taken since 2012 or are you planning on taking to move toward a 3:1 ratio for the employee's share of the premium for full family coverage compared to employee-only coverage?** *(Please describe in box below)*

**In 2012, the Legislature stated its intention that each employee receiving health benefits contribute to the cost of his or her health benefits.**

**Q4. Does every eligible employee pay some amount per month (either a percentage of the premium or a flat dollar amount) for benefits?** *(Choose one)*

- ☐ **1** Yes, every eligible employee pays a percentage of the premium → *Go to Q7*  
☐ **2** Yes, every eligible employee pays a flat dollar amount per month → *Go to Q7*  
☐ **3** Yes, every eligible employee pays something where some employees pay a percentage and some pay a flat dollar amount → *Go to Q7*  
☐ **4** Not every eligible employee pays some amount per month for benefits → *Continue to Q4a*

**Q4a. If "Not every eligible employee pays some amount," and you feel additional comments are needed to explain the employee premium share arrangement(s) in your district, please do so below.**

**Q5. If "Not every eligible employee pays some amount," what percentage of your eligible employees are required to pay some amount for benefits?** *(Please give your best estimate)*

\_\_\_\_\_ *Percent of all employees that pay some amount of the premium for health benefits*

**Q6. If "Not every eligible employee pays some amount," what are the barriers to every eligible employee contributing some amount to paying for health benefits?** *(Please select one response in each row.)*

	Yes	No
Goals unclear or no/insufficient guidance to districts	<input type="radio"/>	<input type="radio"/>
Goals not mandatory	<input type="radio"/>	<input type="radio"/>
Each employee generates a certain amount of state funding which is perceived as belonging to that employee	<input type="radio"/>	<input type="radio"/>
We were told by carriers/brokers/unions we didn't have to comply	<input type="radio"/>	<input type="radio"/>
Difficulties negotiating with bargaining units or couldn't open CBA	<input type="radio"/>	<input type="radio"/>
We don't agree with the goals or intentions	<input type="radio"/>	<input type="radio"/>
Not enough funding	<input type="radio"/>	<input type="radio"/>
Other (Specify):	<input type="radio"/>	<input type="radio"/>

In 2012, the Legislature stated its intention that employees pay more of the premium if they select a higher cost plan.

Q7. Do employees who select a higher cost health plan pay more of the premium?

- ☐ Yes → Go to Q9  
☐ No

Q8. If "No to Q7," what are the barriers to having employees who select a higher cost health plan pay more of the premium? (Please select one response in each row.)

	Yes	No
Goals unclear or no/insufficient guidance to districts	<input type="radio"/>	<input type="radio"/>
Goals not mandatory	<input type="radio"/>	<input type="radio"/>
Each employee generates a certain amount of state funding which is perceived as belonging to that employee	<input type="radio"/>	<input type="radio"/>
We were told by carriers/brokers/unions we didn't have to comply	<input type="radio"/>	<input type="radio"/>
Difficulties negotiating with bargaining units or couldn't open CBA	<input type="radio"/>	<input type="radio"/>
We don't agree with the goals or intentions	<input type="radio"/>	<input type="radio"/>
Not enough funding	<input type="radio"/>	<input type="radio"/>
Other (Specify):	<input type="radio"/>	<input type="radio"/>

The Legislature set a goal in 2012 of significantly reducing administrative costs.

Q9. Since 2012, have your administrative costs associated with providing employee health benefits changed? Would you say these costs have...

<input type="radio"/>	Decreased
<input type="radio"/>	Remained the same
<input type="radio"/>	Increased

Q10. Are any of the following what you consider to be administrative costs related to health benefits?

	Yes	No
Portion of salary paid to district staff working on health benefit administration (open enrollment, pooling, etc.)	<input type="radio"/>	<input type="radio"/>
Portion of salary paid to district staff when negotiating health benefits in bargaining agreements	<input type="radio"/>	<input type="radio"/>
Cost paid to brokers who assist the district in working with carriers and/or benefit administration	<input type="radio"/>	<input type="radio"/>
Cost of informational materials regarding benefits and plan options	<input type="radio"/>	<input type="radio"/>
Other (Specify):	<input type="radio"/>	<input type="radio"/>

**Q11. Are any of the following factors that impact administrative costs?**

	Yes	No
Hired additional business staff and/or dedicated more staff time for ESSB 5940 compliance	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
Increased compensation paid to broker or other third party to help with health benefits administration	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
Reduced administrative costs by switching or reducing carriers and/or number of plans offered	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>
Other (Specify):	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>

The Legislature wants to better understand the advantages and disadvantages of a single consolidated health care purchasing system.

**Q12. If school district employee health benefits were purchased for your district through a single consolidated health care purchasing system, do you think there would be advantages?**

- ☐ <sub>1</sub> Yes  
☐ <sub>2</sub> No → Go to Q14

**Q13. If "Yes to Q12," please rate the extent each is a potential ADVANTAGE of consolidation.**

	Not at all	Some	A lot
Reduce administrative burden for school districts	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Statewide cost savings by purchasing at state level	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Decrease cost for employees covering dependents	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Better coverage for some employees	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Removes local collective bargaining	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Other (Specify):	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>

**Q14. If school district employee health benefits were purchased for your district through a single consolidated health care purchasing system, do you think there would be disadvantages?**

- ☐ <sub>1</sub> Yes  
☐ <sub>2</sub> No → Go to Q16

**Q15. If "Yes to Q14," please rate the extent each is a potential DISADVANTAGE of consolidation.**

	Not at all	Some	A lot
Reduce the level of health benefits some employees receive	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Increase costs for employees only covering themselves	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Less coverage benefits for some employees	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Removes local collective bargaining	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Hurt school districts ability to hire part-time employees	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>
Other (Specify):	<input type="radio"/> <sub>1</sub>	<input type="radio"/> <sub>2</sub>	<input type="radio"/> <sub>3</sub>

☐ Premiums  
☐ Administrative costs/time  
☐ Funding  
☐ Other (Specify): \_\_\_\_\_

--

In your current school district ..... years

In other Washington State school district(s): ..... years

Name \_\_\_\_\_ Phone \_\_\_\_\_

[illegible]

**Thank you very much for your participation!**

*Please place the questionnaire in the enclosed envelope and return to:*

**Social & Economic Sciences Research Center  
Washington State University  
PO Box 641801  
Pullman, Washington 99164-1801**

The Social & Economic Research Center (SESRC) at Washington State University  
is administering this survey on behalf of the Joint Legislative Audit and Review Committee, Washington  
State.

## Telephone Questionnaire

### BEGIN:

*single*  
min = 1 max = 1 l = 2

font color="#0000FF"Access Code: <ACCESS> Phone: <PHONE> ext: <EXT> New phone: <TEL1>/font Hello, may I speak with <CONNAME>? My name is (name) and I'm calling on behalf of the Joint Legislative Audit and Review Committee about an important study we are doing to assess the ongoing efforts to make changes to the provision of health benefits to K through 12 employees to meet legislative goals. (Is someone there that can answer questions regarding procuring or administering employee health benefits and or negotiating health benefits with bargaining units?) font color = "blue"\*\*\*\*\*Refusal prevention\*\*\*\*\*/font You can also answer the questions online. For the web survey, you can complete it in parts. All your answers are saved as you go through so you can exit at any time. When you go back to the web survey, after you put in your access code on the introduction screen, you will be skipped to the last question you answered. I know your time is valuable and I want to do the interview at a convenient time for you. I could give you a call at (suggest alternate days and times). Or you can complete the survey online at [opinion.wsu.edu/schooldistrict2015](http://opinion.wsu.edu/schooldistrict2015). Your online access code is <RESPID>. I understand that you are very busy. I can give you the website and your access code so that you can complete the survey online at a time that is more convenient for you. The website is [opinion.wsu.edu/schooldistrict2015](http://opinion.wsu.edu/schooldistrict2015) and your access code is <RESPID>. Your answers will be kept strictly confidential and information you provide will not be linked to your name.

Speaking to R .....	01	=> /CELL
R not available / Set callback (GB, CB, HB).....	02	=> /INT01
Non contacts (AM, BC, BZ, ED, NA) .....	03	=> /INT02
Refusals (R1, R2, R3, RP) .....	04	=> /F10
Non-working numbers (DS, MP, WN) .....	05	=> /VERFY
Communication barrier (HC, LG).....	06	=> /INT03
Other codes (DD, DP, OT, RN) .....	07	=> /INT04
Ineligibles (IE).....	08	=> /INT05
Special project codes ( ) .....	09	=> /INT99
Web/Mail codes.....	10	=> /WEB
Enter new number .....	22	=> /TEL1

«BEGIN »

### CELL:

*single*  
min = 1 max = 1 l = 2

First, for safety reasons, I need to ask if this is a cell phone? font color="#0000FF"(IWR read only if necessary/font "By cell phone we mean a telephone that is mobile and usable outside of your neighborhood."font color="#0000FF")/font

=> /CONFD  
if CELL=02

Yes.....	01	
No .....	02	=> CONFD
Refuse .....	-9	=> CONFD

«CELL »

**CLSAF:**

$$\text{single} \\ \min = 1 \quad \max = 1 \quad l = 2$$

To ensure your safety and the safety of others can you please tell me if you are driving a motor vehicle right now?

font color="#0000FF"(If yes say:/font "Sorry to have bothered you, it is our policy to not conduct surveys with people while they are driving, regardless if they are using bluetooth technology. We will call you back at another time." font color="#0000FF"Do not take time to set a call back.)/font

Yes.....	01	=> /INT01
No .....	02	=> CONFD
Refuse .....	-9	=> /REFUS

«CLSAF »

**CONFID:**

$$min = 1 \quad max = 1 \quad l = 2$$

While your participation is voluntary, your responses will be kept completely confidential. This interview may be monitored or recorded by my supervisor to check my work. If I come to any question you would prefer not to answer, just let me know and I will skip over it. Okay? font color="#0000FF">(IWR: If the respondent states they don't want to be recorded then say:/font "That is fine. Since we need your permission to record we will not record this survey."/font color="#0000FF")/font

Continue with survey .....	01	=> /Q01
No - Try refusal prevention .....	02	=> /F10
Not a good time - Call back later .....	03	=> /INT01

«CONFID »

**Q01:**

*single, open*  
 $\min = 1 \quad \max = 1 \quad l = 2$

What is your responsibility in this school district? Are you this school district's superintendent, business officer, or some other administrator? font color = "blue"(If other:/font "What is your job title?"font color = "blue")/font

Superintendent .....	01	
Business officer .....	02	
Other administrator (please specify job title) .....	03	O
Don't know .....	-7	
Refused .....	-9	

«Q01 »

«O\_Q01 »

**Q02A:**

$$\begin{array}{l} \text{single} \\ \text{min} = 1 \text{ max} = 1 \text{ l} = 2 \end{array}$$

The Legislature set a goal in 2012 of having the employee's cost for full family coverage be no more than three times an employee's cost for employee-only coverage for the same plan. We want to know what the barriers are in moving toward a 3 to 1 ratio for full family coverage compared to employee-only coverage. Please tell me if any

of the following are barriers that your district experienced. The goals are unclear OR there was no or insufficient guidance to districts. Is this a barrier your district experienced?

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q02A »

---

**Q02B:**

*single*  
min = 1 max = 1 l = 2

Goals are not mandatory. Is this a barrier your district experienced?

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q02B »

---

**Q02C:**

*single*  
min = 1 max = 1 l = 2

Each employee generates a certain amount of state funding which is perceived as belonging to that employee. (Is this a barrier your district experienced?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q02C »

---

**Q02D:**

*single*  
min = 1 max = 1 l = 2

You were told by carriers, brokers, or unions you did not have to comply. (Is this a barrier your district experienced?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q02D »

---



**Q02E:**

*single*  
 $min = 1 \quad max = 1 \quad l = 2$

Difficulties negotiating with bargaining units or couldn't open CBA. (Is this a barrier your district experienced?)  
font color = "blue"(CBA: /fontCollective Bargaining Agreementfont color = "blue")/font

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q02E »

**Q02F:**

*single*  
 $min = 1 \quad max = 1 \quad l = 2$

You don't agree with the goals or intentions. (Is this a barrier your district experienced?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q02F »

**Q02G:**

*single*  
 $min = 1 \quad max = 1 \quad l = 2$

Not enough funding. (Is this a barrier your district experienced?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q02G »

**Q02H:**

*single, open*  
 $min = 1 \quad max = 1 \quad l = 2$

Are there any other barriers your district has experienced in moving toward a 3 to 1 ratio for full family coverage compared to employee-only coverage? (Please specify)

Yes, (please specify) .....01 O  
No .....02  
Don't know.....-7  
Refused .....-9

«Q02H »

«O\_Q02H »

**Q03:**

*single, open*  
*min = 1 max = 1 l = 2*

What steps have you taken since 2012 or are you planning on taking to move toward a 3 to 1 ratio for the employee's share of the premium for full family coverage compared to employee-only coverage?

Steps taken .....01 O  
No steps being taken .....02  
Don't know.....-7  
Refused .....-9

«Q03 »

«O\_Q03 »

**Q04:**

*single*  
*min = 1 max = 1 l = 2*

In 2012, the Legislature stated its intention that each employee receiving health benefits contribute to the cost of his or her health benefits. Does EVERY eligible employee pay some amount per month, either a percentage of the premium or a flat dollar amount, for benefits? font color = "blue"(If yes:/font "Does every eligible employee pay a percentage of the premium or a flat dollar amount per month?font color = "blue")/font

Yes, every eligible employee pays a percentage of the premium.....01 => Q07  
Yes, every eligible employee pays a flat dollar amount per month.....02 => Q07  
Yes, every eligible employee pays something where some employees pay a percentage and some pay a flat dollar amount .....03 => Q07  
Not every eligible employee pays some amount per month for benefits .....04  
Don't know.....-7  
Refused .....-9

«Q04 »

**Q04A:**

*single, open*  
*min = 1 max = 1 l = 2*

If you feel additional comments are needed to explain the employee premium share arrangements in your district, I can note them now.

Comments.....01 O  
No comment .....02  
Don't know.....-7  
Refused .....-9

«Q04A »

«O\_Q04A »

**Q05:**

*single*  
*min = 1 max = 1 l = 2*

What percentage of your eligible employees are required to pay some amount for benefits? (Please give your best estimate.)

\$E 0 99  
Don't know.....-7  
Refused .....-9

«Q05 »

---

**Q06A:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

Please tell me if any of the following are barriers to every eligible employee contributing some amount to paying for health benefits. The goals are unclear OR there was no or insufficient guidance to districts. Is this a barrier to every eligible employee contributing some amount to paying for health benefits?

Yes.....01  
No .....02  
Don't know.....-7  
Refused ..... -9

«Q06A »

---

**Q06B:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

Goals are not mandatory. Is this a barrier to every eligible employee contributing some amount to paying for health benefits?

Yes.....01  
No .....02  
Don't know.....-7  
Refused ..... -9

«Q06B »

---

**Q06C:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

Each employee generates a certain amount of state funding which is perceived as belonging to that employee. (Is this a barrier to every eligible employee contributing some amount to paying for health benefits?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused ..... -9

«Q06C »

---

**Q06D:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

You were told by carriers, brokers, or unions you did not have to comply. (Is this a barrier to every eligible employee contributing some amount to paying for health benefits?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused ..... -9

«Q06D »

---

**Q06E:**

*single*  
*min = 1 max = 1 l = 2*

Difficulties negotiating with bargaining units or couldn't open CBA. (Is this a barrier to every eligible employee contributing some amount to paying for health benefits?) font color = "blue"(CBA: /fontCollective Bargaining Agreementfont color = "blue")/font

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q06E »

---

**Q06F:**

*single*  
*min = 1 max = 1 l = 2*

You don't agree with the goals or intentions. (Is this a barrier to every eligible employee contributing some amount to paying for health benefits?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q06F »

---

**Q06G:**

*single*  
*min = 1 max = 1 l = 2*

Not enough funding. (Is this a barrier to every eligible employee contributing some amount to paying for health benefits?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q06G »

---

**Q06H:**

*single, open*  
*min = 1 max = 1 l = 2*

Are there any other barriers to every eligible employee contributing some amount to paying for health benefits? (Please specify)

Yes, (please specify) .....01 O  
No .....02  
Don't know.....-7  
Refused .....-9

«Q06H »

«O\_Q06H »

---

## «007 »

## «Q08A »

## «Q08B »

## «Q08C »

**Q08D:**

*single*  
*min = 1 max = 1 l = 2*

You were told by carriers, brokers, or unions you did not have to comply. (Is this a barrier to having employees who select a higher cost health plan pay more of the premium?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q08D »

---

**Q08E:**

*single*  
*min = 1 max = 1 l = 2*

Difficulties negotiating with bargaining units or couldn't open CBA. (Is this a barrier to having employees who select a higher cost health plan pay more of the premium?) font color = "blue"(CBA: /fontCollective Bargaining Agreementfont color = "blue")/font

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q08E »

---

**Q08F:**

*single*  
*min = 1 max = 1 l = 2*

You don't agree with the goals or intentions. (Is this a barrier to having employees who select a higher cost health plan pay more of the premium?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q08F »

---

**Q08G:**

*single*  
*min = 1 max = 1 l = 2*

Not enough funding. (Is this a barrier to having employees who select a higher cost health plan pay more of the premium?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q08G »

---

**Q08H:**

*single, open*  
 $min = 1 \quad max = 1 \quad l = 2$

Are there any other barriers to having employees who select a higher cost health plan pay more of the premium?  
(Please specify)

Yes, (please specify) .....01 0  
No .....02  
Don't know.....-7  
Refused .....-9

«Q08H »

«O\_Q08H »

---

**Q09:**

*single*  
 $min = 1 \quad max = 1 \quad l = 2$

The Legislature set a goal in 2012 of significantly reducing administrative costs. Since 2012, have your administrative costs associated with providing employee health benefits changed? Would you say these costs have decreased, remained the same, or increased?

Decreased .....01  
Remained the same .....02  
Increased .....03  
Don't know.....-7  
Refused .....-9

«Q09 »

---

**Q10A:**

*single*  
 $min = 1 \quad max = 1 \quad l = 2$

Are any of the following what you consider to be administrative costs related to health benefits? Portion of salary paid to district staff working on health benefit administration such as open enrollment, pooling, etc. (Is this an administrative cost related to health benefits?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q10A »

---

**Q10B:**

*single*  
 $min = 1 \quad max = 1 \quad l = 2$

Portion of salary paid to district staff when negotiating health benefits in bargaining agreements. Is this an administrative cost related to health benefits?

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q10B »

---

**Q10C:**

*single*  
 $min = 1 \quad max = 1 \quad l = 2$

Cost paid to brokers who assist the district in working with carriers and or benefit administration. (Is this an administrative cost related to health benefits?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q10C »

---

**Q10D:**

*single*  
 $min = 1 \quad max = 1 \quad l = 2$

Cost of informational materials regarding benefits and plan options. (Is this an administrative cost related to health benefits?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q10D »

---

**Q10E:**

*single, open*  
 $min = 1 \quad max = 1 \quad l = 2$

Are there any other administrative costs related to health benefits? (Please specify)

Yes, please specify .....01 O  
No .....02  
Don't know.....-7  
Refused .....-9

«Q10E »

«O\_Q10E »

---

**Q11A:**

*single*  
 $min = 1 \quad max = 1 \quad l = 2$

Are any of the following factors that impact administrative costs? Hired additional business staff and or dedicated more staff time for ESSB 5940 compliance. (Is this a factor the impacts administrative costs?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q11A »

---



**Q11B:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

Increased compensation paid to broker or other third party to help with health benefits administration. Is this a factor that impacts administrative costs?

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q11B »

---

**Q11C:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

Reduced administrative costs by switching or reducing carriers and/or number of plans offered. (Is this a factor the impacts administrative costs?)

Yes.....01  
No .....02  
Don't know.....-7  
Refused .....-9

«Q11C »

---

**Q11D:**

*single, open*  
 $min = 1 \ max = 1 \ l = 2$

Are there any other factors that impact administrative costs? (Please specify)

Yes, please specify .....01 O  
No .....02  
Don't know.....-7  
Refused .....-9

«Q11D »

«O\_Q11D »

---

**Q12:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

The Legislature wants to better understand the advantages and disadvantages of a single consolidated health care purchasing system. If school district employee health benefits were purchased for your district through a single consolidated health care purchasing system, do you think there would be advantages?

Yes.....01  
No .....02 => Q14  
Don't know.....-7 => Q14  
Refused .....-9 => Q14

«Q12 »

---

**Q13A:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

How much of an ADVANTAGE would you rate each of the following for a single consolidated health care purchasing system? The first item is consolidation would reduce administrative burden for school districts. Would you say not at all, some or a lot?

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q13A »

---

**Q13B:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

The next item is statewide cost savings by purchasing at state level. Would you rate this advantage as not at all, some or a lot?

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q13B »

---

**Q13C:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

(The next item is...) Consolidation would decrease cost for employees covering dependents. (Would you rate this advantage as not at all, some or a lot?)

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q13C »

---

**Q13D:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

(The next item is...) Better coverage for some employees. (Would you rate this advantage as not at all, some or a lot?)

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q13D »

---

**Q13E:**

*single*  
*min = 1 max = 1 l = 2*

(The next item is...) Consolidation removes local collective bargaining. (Would you rate this advantage as not at all, some or a lot?)

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused .....-9

«Q13E »

**Q13F:**

*single, open*  
*min = 1 max = 1 l = 2*

Are there any other potential advantages of consolidation?

Yes.....01 O  
No other advantages .....02 => Q14  
Don't know.....-7 => Q14  
Refused .....-9 => Q14

«Q13F »

«O\_Q13F »

**Q13FRATE:**

*single*  
*min = 1 max = 1 l = 2*

How would you rate this advantage? (Not at all, some or a lot?)

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused .....-9

«Q13FRATE »

**Q14:**

*single*  
*min = 1 max = 1 l = 2*

If school district employee health benefits were purchased for your district through a single consolidated health care purchasing system, do you think there would be disadvantages?

Yes.....01  
No .....02 => Q16  
Don't know.....-7 => Q16  
Refused .....-9 => Q16

«Q14 »

**Q15A:**

*single*  
*min = 1 max = 1 l = 2*

How much of a DISADVANTAGE would you rate each of the following for a single consolidated health care purchasing system? The first item is reduce the level of health benefits some employees receive. Would you say not at all, some or a lot?

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q15A »

---

**Q15B:**

*single*  
*min = 1 max = 1 l = 2*

The next item is increase costs for employees only covering themselves. Would you rate this disadvantage as not at all, some or a lot?

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q15B »

---

**Q15C:**

*single*  
*min = 1 max = 1 l = 2*

(The next item is...) Less coverage benefits for some employees. (Would you rate this disadvantage as not at all, some or a lot?)

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q15C »

---

**Q15D:**

*single*  
*min = 1 max = 1 l = 2*

(The next item is...) Consolidation removes local collective bargaining. (Would you rate this disadvantage as not at all, some or a lot?)

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q15D »

---

**Q15E:**

*single*  
*min = 1 max = 1 l = 2*

(The next item is...) Hurt school districts ability to hire part-time employees. (Would you rate this disadvantage as not at all, some or a lot?)

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q15E »

**Q15F:**

*single, open*  
*min = 1 max = 1 l = 2*

Are there any other potential disadvantages of consolidation?

Yes.....01 O  
No other disadvantages.....02 => Q16  
Don't know.....-7 => Q16  
Refused ..... -9 => Q16

«Q15F »

«O\_Q15F »

**Q15FRATE:**

*single*  
*min = 1 max = 1 l = 2*

How would you rate this disadvantage? (Not at all, some or a lot?)

Not at all .....01  
Some .....02  
A lot .....03  
Don't know.....-7  
Refused ..... -9

«Q15FRATE »

**Q16:**

*single, open*  
*min = 1 max = 1 l = 2*

What is the greatest issue related to employee benefits? Would you say premiums, administrative costs or time, funding, or something else? (Please specify)

Premiums.....01  
Administrative costs/time.....02  
Funding .....03  
Other, please specify .....04 O  
Don't know.....-7  
Refused ..... -9

«Q16 »

«O\_Q16 »

**Q17:**

*single, open*  
*min = 1 max = 1 l = 2*

We just have a few more questions for you. If there is anything related to employee health benefits you would like to share with us, I can note them now.

Comment .....01 0  
No comment .....02  
Don't know .....-7  
Refused .....-9

«Q17 »

«O\_Q17 »

---

---

**Q18A:**

*single*  
*min = 1 max = 1 l = 2*

screen [template 0] -> Q18B

In your current school district.

«Q18A »

---

---

**Q18B:**

*single*  
*min = 1 max = 1 l = 2*

In other Washington State school districts.

«Q18B »

---

---

**Q19:**

*single*  
*min = 1 max = 1 l = 2*

May JLARC staff contact you regarding your responses?

Yes.....01  
No .....02 => Q20

«Q19 »

---

---

**Q19A:**

*single*  
*min = 1 max = 1 l = 40*

screen [template 0] -> Q19B

Contact name

«Q19A »

---

---

**Q19B:**

*single*  
*min = 1 max = 1 l = 12*

Contact phone number

999-999-9999

«Q19B »

---



---

**Q20:**

*single, open*  
 $min = 1 \ max = 1 \ l = 2$

If there is anything else about the topics in this survey or about the survey itself you would like to share with us, I can note them now.

Comment .....01 O  
 No comment .....02

«Q20 »

«O\_Q20 »

---



---

**THX:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

That is my last question. Thank you so much for taking the time to talk with me today.

=> /INT  
 else => +0  
 if WEB=#2

Press enter to continue.....01 D

«THX »

---



---

**F7:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

procedure 2 -> F7

*AM Script*

font color="#0000FF"\*\*\* Answering Machine Script\*\*\* /font Hello, this message is for <CONNAME>. My name is (name) and I'm calling on behalf of the Joint Legislative Audit and Review Committee about an important study we are doing to assess the ongoing efforts to make changes to the provision of health benefits to K through 12 employees to meet legislative goals. Please call us at 1-800-833-0867 or go to [www.opinion.wsu.edu/schooldistrict2015](http://www.opinion.wsu.edu/schooldistrict2015) to complete the survey. Your access code is <RespID>. Thank you!

Continue .....01 D

«F7 »

---



---

**F10:**

*single*  
 $min = 1 \ max = 1 \ l = 2$

procedure 4 -> F10

*Refusal*

font color="#0000FF"\*\*\* Refusal Prevention screen \*\*\*/font You can also answer the questions online. For the web survey, you can complete it in parts. All your answers are saved as you go through so you can exit at any time. When you go back to the web survey, after you put in your access code on the introduction screen, you will be skipped to the last question you answered. I know your time is valuable and I want to do the interview at a convenient time for you. I could give you a call at (suggest alternate days and times). Or you can complete the survey online at [opinion.wsu.edu/schooldistrict2015](http://opinion.wsu.edu/schooldistrict2015). Your online access code is <RESPID>. I understand that you are very busy. I can give you the website and your access code so that you can complete the survey online at a time that is more convenient for you. The website is [opinion.wsu.edu/schooldistrict2015](http://opinion.wsu.edu/schooldistrict2015) and your access code is

<RESPID>. Your answers will be kept strictly confidential and information you provide will not be linked to your name.

Yes, will continue survey.....01  
 Will do later -- Set Call-Back.....02 => /INT01  
 Still refuses (set skip to refusal int screen) .....03 => /REFUS  
 «F10 »

---

**WHOTO:**

*single*  
*min = 1 max = 1 l = 80*  
*Type the email address of "the respondent" (yours) and click on "Next"*

What is your email address?

(IWR: Confirm the spelling of the email address)

\$@

«WHOTO »

---

**SEND:**

*single*  
*min = 1 max = 1 l = 2*  
*K-12 Employee Health Benefits School District Assessment*

Thank you for taking the time to answer our survey on the Internet. Please use the link and access code below to complete our online survey: A href="http://www.opinion.wsu.edu/schooldistrict2015"Survey link/a Your access code is: <RESPID> uiPlease ignore any leading zeros (0) when typing the access code into the web survey/i/u

\$SENDMAIL TO=<WHOTO>

CC=sesrcweb6@wsu.edu

BCC=sesrcweb2@wsu.edu

FROM=sesrcweb6@wsu.edu

IMP=NORMAL CT=Html

Continue .....01 D

«SEND »

---

**INT50:**

*single*  
*min = 1 max = 1 l = 2*  
*Click on "Next"*

Thank you for agreeing to respond to the web version of the survey. You'll receive an email shortly. You can access the survey by clicking on the "Survey Link" in that message. If you have any problems, please contact us at 1-800-833-0867.

Email sent ..... EM D => /END

«INT50 »

---



**WHOTO2:**

*single*  
*min = 1 max = 1 l = 80*  
*Type the email address of "the respondent" (yours) and click on "Next"*  
What is your email address?

(IWR: Confirm the spelling of the email address)

\$@

«WHOTO2 »

---

**SEND2:**

*single*  
*min = 1 max = 1 l = 2*  
*Information regarding K-12 Employee Health Benefits School District Assessment*

Thank you for your interest in our study. Here is some more information about the project: What is the purpose of the study? JLARC is assessing health benefit plan changes and activities and determining any barriers that need to be removed to make progress towards achieving legislative goals. Who is funding or sponsoring the study? The Joint Legislative Audit and Review Committee (JLARC). How did you get my name/address/phone number? Your name was obtained from JLARC who provided a list of phone numbers for Washington State school district superintendents. If you would like additional information, feel free to contact me, the project's study director, at: a href="mailto:nathan.palmer@wsu.edu"nathan.palmer@wsu.edu/a or 509-335-1736. If you would like to learn more about our department, please visit a href="http://www.sesrc.wsu.edu"www.sesrc.wsu.edu/a. Thank you!

Nathan Palmer SESRC Study Director

\$SENDMAIL TO=<WHOTO2>

CC=sesrcweb2@wsu.edu

BCC=nathan.palmer@wsu.edu

FROM=nathan.palmer@wsu.e

du IMP=NORMAL CT=Html

Continue .....01 D

«SEND2 »

---

**SENT:**

*single*  
*min = 1 max = 1 l = 2*  
*Click on "Next"*

font color = "black" We just sent you an email answering some questions about this study. Would you like to continue with the survey now or would it be better to call you back later./font

Continue with survey .....01

Schedule a call-back .....02 => /INT01

«SENT »

---

**ALTI:**

*single*  
*min = 1 max = 1 l = 1*

procedure 9 -> ALTI

*Legislative Goals*

In 2012, the Washington State Legislature passed ESSB 5940 dealing with health benefits school districts provide their employees. School districts and their benefit providers were directed to work on the following legislative goals to:brbr (a) Improve the transparency of health benefit plan claims and financial data to assure prudent and efficient use of taxpayers' funds at the state and local levels;br (b) Create greater affordability for full family

**Instruments**

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coverage and greater equity between premium costs for full family coverage and employee only coverage for the same health benefit plan; andbr (c) Promote health care innovations and cost savings and significantly reduce administrative costs.brbr As part of this legislation, the Office of the Insurance Commissioner has been collecting data annually and the Health Care Authority has reported on possible alternative approaches to purchasing K-12 employee health benefits. brbr ESSB 5940 also directed the Joint Legislative Audit and Review Committee's (JLARC) nonpartisan staff to assess districts' progress on the goals; and report on any barriers districts might be encountering as well as what actions might be taken to assist districts. JLARC will be reporting to the Legislature in December of this year.brbr Please feel free to contact John Bowden, Research Analyst, with any questions related to the JLARC study or with any additional comments you may have regarding your districts efforts to implement ESSB 5940. John can be reached at 360-786-5298 or john.bowden@leg.wa.gov.

Press enter to continue.....1 D

«ALTI »

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# 6.

## Credits

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### Project Team

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SESRC is committed to high quality and timely delivery of project results. The following list identifies the SESRC team members responsible for particular elements of this project.

- Nathan Palmer .....Study Director
- Danna Moore.....Principal Investigator
- Rita Koontz .....Administration Services Manager
- Tim Lensing.....Data Collection Lead

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## **SESRC Staff**

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All of the work conducted at the Social & Economic Sciences Research Center is the result of a cooperative effort made by a team of dedicated research professionals. The research in this report could not have been conducted without the efforts of interviewers and part-time personnel not listed.

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Don A. Dillman, Ph.D. .... Deputy Director for Research & Development  
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*World Class. Face to Face.*

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