

2018 NATIONAL CMO HEALTH INSURANCE BENEFITS SURVEY



Rising Costs Make it Harder for CMOs to Provide Competitive Health Insurance Benefits; Harmful Cuts Being Made Across Mission Critical Areas

A recent national survey by BuyQ, a leading charter school purchasing cooperative, finds that a majority of Charter Management Organizations (CMOs) are finding it increasingly difficult to provide competitive health insurance benefits to their staff, citing rising costs.

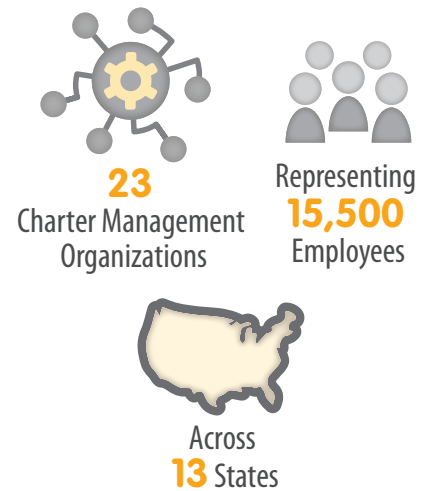
HEALTH INSURANCE BENEFIT COSTS INCREASING AT UNSUSTAINABLE RATE

52% of CMO respondents say they have experienced health insurance benefit cost increases of more than 6 percent year-over-year, over the last three to five years. Over the same period, 76 percent have experienced per pupil revenue growth of less than 6 percent year-over-year.



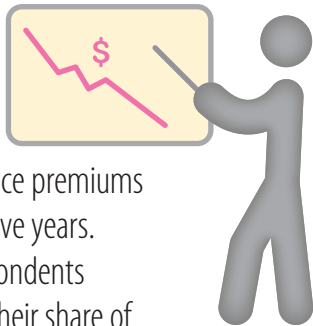
74% of CMOs say it's challenging or extremely challenging to provide competitive health insurance benefits to staff, and **70%** say it's gotten harder to provide competitive benefits.

WHO RESPONDED?

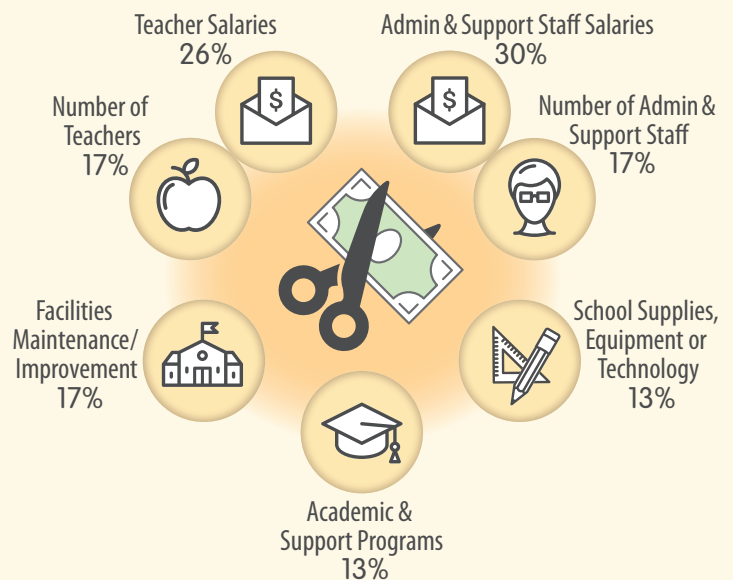


HARMFUL CUTS THREATEN STUDENT SUCCESS

87% of CMOs surveyed say they've increased teachers' share of health insurance premiums over the last three to five years. But, a majority of respondents agree that increasing their share of premiums is seen as a pay decrease by teachers. Meanwhile, 87 percent of respondents agree that offering a competitive benefits package is imperative to attracting top teachers.



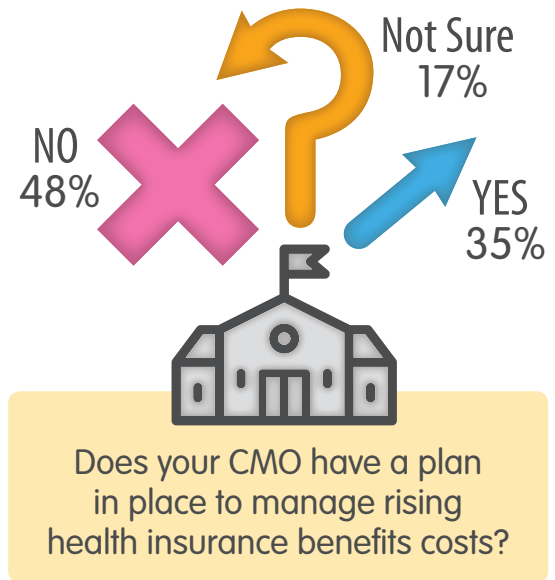
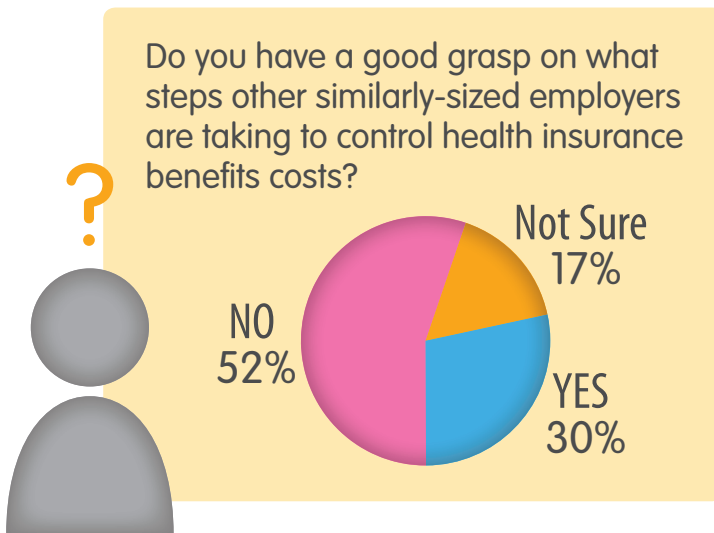
Where have cuts been made?



60% of CMOs have had to limit investments in mission critical areas due to increases in the cost of health insurance benefits.

STRATEGIC MANAGEMENT NECESSARY FOR IMPROVEMENT

Seven out of 10 respondents agree that better management of their CMO's health insurance benefits program could result in cost savings. But, solutions can be hard to identify.



SOLUTIONS ARE AVAILABLE

Fortunately, there are steps CMOs can take to slow health insurance cost increases without sacrificing student success. Only a handful of CMOs surveyed utilize a health insurance plan structure that has been adopted by 85 percent of larger (200+ employees) national employers. Aggregating the purchasing power of several CMOs can further drive down costs while maintaining or increasing benefits. Contact BuyQ to learn more.

JOIN THE CONVERSATION

Visit [BuyQ.org/CMOhealthinsurancesurvey](https://buyq.org/CMOhealthinsurancesurvey) to:

- Request a full copy of BuyQ's 2018 National CMO Health Insurance Benefits Survey Report
- Learn what other CMOs and large employers are doing to combat rising costs
- Stay up-to-date on BuyQ's health insurance solutions for CMOs

BUYQ

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ABOUT THE SURVEY

The 2018 National CMO Health Insurance Benefits Survey was designed to better understand the challenges and opportunities facing charter management organizations in providing competitive health insurance benefits to their staff. BuyQ, a national group purchasing organization for charter schools, initiated the survey and drafted it in partnership with Fisheye Research and HUB International. Due to the low base size, results are directional only. Thank you to the Charter School Growth Fund, KIPP Foundation and Bellwether Education Partners for their help distributing the survey. For more information visit: [BuyQ.org/CMOhealthinsurancesurvey](https://buyq.org/CMOhealthinsurancesurvey)