

MACA

School Employees Health Insurance

Teachers, aides, bus drivers, custodians, food service workers, and office staff who work five days a week should receive dependable health insurance benefits under one fair statewide MACA standard.

- 1. One fair health standard for all full-time school employees.** MACA will establish a clear statewide goal that school employees who work a full weekly schedule receive dependable health insurance benefits instead of facing a patchwork of district-by-district rules and unequal access.
- 2. Classified staff will be included, not overlooked.** MACA will protect the employees who keep schools running every day, including paraeducators, clerical workers, bus drivers, custodians, campus staff, and food service workers, not just classroom teachers and administrators.
- 3. Lower premiums, deductibles, and out-of-pocket costs.** Too many school employees face rising family medical costs even while serving the public. MACA will push for stronger employer participation, better purchasing power, and more affordable coverage families can actually use.
- 4. Stronger recruitment and retention for every district.** California schools continue to struggle with teacher shortages and staffing instability. Better health benefits will help districts recruit qualified employees, keep experienced staff, and reduce costly turnover.
- 5. Equal access in rural, suburban, and urban counties.** School employees should not lose quality coverage because they work in a smaller district or a rural county. MACA will fight for fair access to strong plans across California, with special attention to underserved areas.
- 6. Mental health, preventive care, and family support.** School employees carry heavy workloads and high stress. MACA will strengthen mental health coverage, preventive care, prescriptions, and family services so school workers can stay healthy, present, and ready to serve students.
- 7. Transparency, accountability, and respect for school workers.** MACA will require clear public reporting on school employee salary and benefit practices so Californians can see where gaps exist and districts can be held accountable for treating all school employees with fairness and dignity.