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April 3, 2014

Representative Todd Young
U.S. House of Representatives
1721 Longworth House Office Building
Washington , DC 20515

Dear Representative Young,

On behalf of AASA, The School Superintendents Association, representing more than 10,000 school system leaders across the country, I am writing to express our support for the Save American Workers Act of 2014 (HR 2575).

The current regulations for the Affordable Care Act have a 30-hour threshold related to the requirement to provide a health benefit. School superintendents recognize the important role that compensation and benefits play in ensuring their districts' abilities to recruit and retain a high-quality staff. That said, the current 30-hour limit poses a burden and obstacle to school administrators who must balance their district staffing needs within their operating budget.

The forced 30-hour regulation undermines long-standing local hiring decisions. School administrators have long negotiated salary and benefit conversations at the local level, and the ACA regulation represents a seemingly arbitrary cap with very real consequences. Some districts negotiate high salaries for employees who pursue other benefit options. School districts across the nation have current employment structures that could potentially crumble under a 30-hour standard, and the 40-hour proposal of HR 2575 not only makes more sense, but is complementary to the historical concept of a 40-hour work week.

We urge you and your colleagues to support HR 2575, and look forward to moving the bill through the full legislative process.

Thank you,

A handwritten signature in black ink that reads "Noelle Ellerson". The signature is written in a cursive, flowing style.

Noelle Ellerson
Associate Executive Director, Policy & Advocacy