KAISER PLANS

HILLSBORO LICENSED

2025-26 Open Enrollment
August 15th - August 30th, 2025

Plan Name	In-Network Deductible	In-Network Out of Pocket Max	Monthly Premium (Before District Cap & Union Contribution for Tier Level)	Monthly Payroll Deduction for Medical Plan with Kaiser Vision & Kaiser Dental (For Full Time Licensed Employees)
Kaiser 1	$400	$1,700	$1,737.27	Employee Only: $67.75 Employee & Spouse: $272.75 Employee & Child(ren): $192.75 Employee & Family: $272.75
Kaiser 2B with HRA (Preferred Plan)	$0	$1,500	$1,461.89	For All Full Time Licensed Employee Groups: $0
Kaiser 3* with HRA (Preferred Plan) HSA Optional	$1,800	$1,800	$1,158.67	For All Full Time Licensed Employee Groups: $0

*Please Note: Individual deductible and out-of-pocket (OOP) maximum apply to single coverage only. Family deductible and OOP maximum apply when two or more individuals are covered on the plan. This plan also includes an embedded per member OOP maximum, which is set at the individual OOP maximum amount. Under this plan, deductible must be met before benefits will be paid (please see handbook for further details).

***NEW* Automatic HRA Claims Feed**
Kaiser HRA participant medical and pharmacy expenses will be automatically processed and reimbursed!

Please Note: Heraya Health EOBs (alternative care for Kaiser members) will still need to be submitted manually.

What is the Hillsboro Kaiser Preferred Plan, And Why Would I Sign Up For It?

In an effort to bring some of the best health benefits for educators in Oregon to Hillsboro School District, HEA's Preferred Plans are based on a Group Health Reimbursement Arrangement (HRA) concept. With the Group HRA, the District and HEA reduce the Kaiser 2B in-network deductible to $0 and $1,500 OOP. New this year, Kaiser 3 is HSA and HRA compatible! The in-network deductible and out of pocket maximum will be $1,800 for an individual, $3,600 for families.

Please see the back of this sheet for a visual of how the HRA brings a better value to you!

HILLSBORO SCHOOL DISTRICT

How Does It Work?

Through a simple claims process, you can experience the benefits of a lower In-Network Deductible and Out of Pocket Maximum!

Kaiser 2B with Group HRA

Kaiser 3 with Group HRA

Please Note: For parties of 2 or More, the HRA Deductible and Out of Pocket Max will be $3,600.

How Do I Sign Up?

Step #1: Enroll yourself (and your eligible dependent(s) if applicable) in Kaiser 2B or Kaiser 3 on the OEBB website.
Step #2: If you are new to the Preferred Plan, be sure to complete the Direct Deposit Application for HRA Reimbursements and return to Mae or the HSD Benefits Department by August 30, 2025.

Do You Still Have Questions?

Come to one of our Workshop Days for On-Site Assistance:

•**Monday, August 18**	7 AM - 11 AM	Facilities (4901 SE Witch Hazel Road)
	8 AM - 4 PM	Glencoe High School
•**Tuesday, August 19**	12 PM - 6 PM	Liberty High School
	2 PM - 6 PM	**EMPLOYEE BENEFITS FAIR @ Liberty High School**
•**Wednesday, August 20**	9 AM - 4 PM	Century High School
•**Thursday, August 21**	9 AM - 4 PM	Hillsboro High School
•**Monday, August 25**	8 AM - 3 PM	HSD Admin Center (3083 NE 49th Place St.)
•**Wednesday, August 27**	11:30 AM - 5 PM	Transportation & Support Services (7705 NE Jacobson)
	11:30 AM - 5 PM	Transportation South (1220 SW Walnut Street)

Contact:

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