TAMALPAIS UNION HIGH SCHOOL DISTRICT

Office of Human Resources

Below are the health care options available to eligible TUHSD employees for the 2025-2026 SY: October 1, 2025 through September 30, 2026

HEALTH PLAN	KAISER HMO		BLUE SHIELD PPO 80%		BLUE SHIELD PPO 100%	
EMPLOYEE UNIT:	DOH **Prior** to 06/2019	DOH **After** 06/2019	DOH **Prior** to 06/2019	DOH **After** 06/2019	DOH **Prior** to 06/2019	DOH **After** 06/2019
TFT HEALTH CAP: $23,200	$0.00	$316.79	$117.00	$433.79	$709.00	$1,025.79
CSEA HEALTH CAP: $22,000	$0.00	$416.79	$117.00	$533.79	$709.00	$1,125.79
CLASFD CONF. HEALTH CAP: $22,000	$0.00	$416.79	$117.00	$533.79	$709.00	$1,125.79
MGMT HEALTH CAP: $22,000	$0.00	$416.79	$117.00	$533.79	$709.00	$1,125.79
ASST. SUPT HEALTH CAP: $20,000	$0.00	$583.46	$117.00	$700.46	$709.00	$1,292.46
SUPT / BOT HEALTH CAP: $20,000	$0.00	$583.46	$117.00	$700.46	$709.00	$1,292.46

***Delta Dental and VSP Vision coverages included in amounts above.**

Voluntary dental plans with additional coverage, at the employee's expense per month, noted below:

- Dental Buy-Up Option 1(A): Add Implant Coverage for an additional $2.23 cost
- Dental Buy-Up Option 2(B): Add Orthodontia (Adult/Child) Coverage for an additional $8.91 cost.

Important Notes:

- Per the TUHSD - TFT Agreement, TUHSD instituted a health cap of $20,000 for all new employees hired after June of 2019. Health cap increases effective July 1, 2025.
- Changes to benefits must be done through open enrollment or through a qualifying event (QE). If there is a QE, there is a 30-day window to submit changes. Anything after 30 days will not be accepted, per SISC policy. Supporting documentation is required; submitting request on day 30 does not guarantee changes.
- If you have any questions about benefits, changes in coverage (Adding/Removing Domestic Partner, Children, Spouse), or the above health insurance options, please contact Leah Noble-Christoff at lnoblechristoff@tamdistrict.org, within the Human Resources Department
- Additional information can be found on the TUHSD HR Benefits page: https://www.tamdistrict.org/administration/human-resources/benefits