INVESTING IN WHAT MATTERS

Prioritizing Funding Closest to the Classroom

D11

2026 -2027

Pending Final Board Approval 6/3/26

10% COMPENSATION PACKAGE in D11

Group A

School-Based Licensed Teachers

3% Recurring*

+ 7% Non-Recurring

teachers | itinerant school roles | counselors

**1% increase to Base, Step, Lanes, 14/25*

Group B

School-Based Support

3% Recurring*

+ 7% Non-Recurring

school administrators | para-educators | school admin assistants | school custodians

**1% increase to Base, 2% Step*

Group C

Non-School-Based Employees

2% Recurring*

8% Non-Recurring

central administration | transportation | security

** 2% Step*

*For teachers, the dollar amount for increased compensation translates to **$4,500 - $7,500,** depending on steps, lanes, and 14/25 eligibility.*

$3 MILLION OF DISTRICT FUNDS TO BENEFITS

While healthcare costs are climbing 15–20% nationwide, Colorado Springs School District 11 is stepping in to shield employees from the full impact. The Board of Education has approved a FY 2026–27 health plan renewal in which the District absorbs approximately $3 million of the cost increase — an investment that keeps more money in your paycheck while expanding the benefits available to you and your family.

Benefits & Monthly Premiums

Colorado Springs School District 11 remains dedicated to supporting our staff by carefully balancing healthcare costs while continuing to provide high-quality benefits.

For the 2026–2027 school year, we're pleased to share several important updates:

- D11 is absorbing the heavy lift of national healthcare inflation so that employees see modest premium changes — and more benefits, not fewer. This $3M investment is a direct extension of D11's commitment to the people who serve our students.
  - Medical and pharmacy costs are rising 15–20% nationally
    - D11's initial renewal projections came in as high as 24%; however, through a competitive RFP process, the District negotiated the renewal down to 12.8%.
- Even with a 12.8% overall increase, the District is covering the largest share of the cost. Monthly premium increases for employees range from just $12 to $83, depending on plan and coverage tier — while the District absorbs an additional $72 to $194 per employee, per month. That difference is real money staying in your paycheck, a meaningful addition to your overall compensation.

Visit this link to find a side-by-side comparison of the current (2024–2025) and upcoming (2025–2026) Kaiser plan rates and designs.