Below are the health care options and rates available to eligible TUHSD employees for the 2026-2027 SY: October 1, 2026 through September 30, 2027

HEALTH PLAN	KAISER HMO		BLUE SHIELD PPO 80%		BLUE SHIELD PPO 100%		KAISER HSA	WABE
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	**ALL (New)**	**ALL (New)**
TFT HEALTH CAP: $25,000	$0.00	$326.07	$161.00	$487.07	$806.00	$1,132.07	High-Deductible Health Plan (HDHP) Employee finds and manages own HSA account. No cost to EE	*Waiver of Active Benefit Enrollment (WABE)* No medical coverage provided. No cost to EE
CSEA HEALTH CAP: $24,000	$0.00	$409.41	$161.00	$570.41	$806.00	$1,215.41		
CLASFD CONF. HEALTH CAP: $24,000	$0.00	$409.41	$161.00	$570.41	$806.00	$1,215.41		
MGMT HEALTH CAP: $24,000	$0.00	$409.41	$161.00	$570.41	$806.00	$1,215.41		
ASST. SUPT HEALTH CAP: $20,000	$0.00	$742.74	$161.00	$903.74	$806.00	$1,548.74		
SUPT / BOT HEALTH CAP: $20,000	$0.00	$742.74	$161.00	$903.74	$806.00	$1,548.74		

***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 $2.01 cost
- Dental Buy-Up Option 2 (B): Add Orthodontia (Adult/Child) Coverage for an additional $8.02 cost.

Important Notes:

- 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