TAMALPAIS UNION HIGH SCHOOL DISTRICT

HEALTH BENEFIT RATES (as of 10/1/2026)
UNDER-65 RETIREES

Plan	*Cost 2025-2026*	*Cost 2026-2027*	*Out of Pocket/Monthly (12)*
Kaiser			
Single	$1,484.00	$1,606.00	$0.00
2-Party	$2,092.00	$2,264.00	$0.00
Family Plan	$2,775.00	$3,003.00	$723.00
Kaiser HDHP-HSA (Single)	N/A	$1,265.00	$0.00
Kaiser HDHP-HSA (2-Party)	N/A	$1,784.00	$0.00
Kaiser HDHP-HSA (Family)	N/A	$2,366.00	$86.00
Blue Shield PPO 100%			
Single	$2,001.00	$2,193.00	$0.00
2-Party	$2,802.00	$3,072.00	$792.00
Family	$3,561.00	$3,904.00	$1,624.00
Blue Shield PPO 80%			
Single	$1,575.00	$1,727.00	$0.00
2-Party	$2,212.00	$2,427.00	$147.00
Family	$2,812.00	$3,086.00	$806.00
Delta Dental	$111.39	$100.25	$0.00
Dental w/ Buy-Up option	N/A	Cost dependent upon options below	
VSP Vision	$25.57	$23.01	$0.00

Dental Update: Once again we are including two additional **voluntary** dental plan options that include Implant or Orthodontia coverage. You can transfer back to the standard dental plan during open enrollment, if desired.

○ **Dental Buy-Up Option 1**: Implant Coverage for an additional $2.01 cost per month ($102.26).
○ **Dental Buy-Up Option 2**: Orthodontia (Adult/Child) Coverage for an additional $8.02 cost p/m ($108.27).

To Note:

- Retirees may terminate their coverage at any point, but advance notice is required. Termination will be done at the start or end of the month, there are no mid-month cancellations.
- TUHSD Will not provide, open, or contribute to HSA accounts; you'll need to secure your own.
- Once you terminate a coverage, you cannot re-enroll at a later date.
- If you would like to make changes to your dependents/spouse or coverage – there needs to be a qualifying event (Divorce, Marriage, etc.) All changes must be made within 30 days of the event, with documentation. Other than a qualifying event, any other changes must be made during the annual Open Enrollment period. Kaiser coverage is specific to Northern CA per SISC.
- **If turning 65 soon and you wish to maintain District sponsored coverage, you will need to be enrolled in Medicare (with parts A and B), effective the first of the month in which you turn 65. Delays in providing proof of Medicare and corresponding paperwork will result in penalties passed directly on to you until resolved. TUHSD does not pay any Medicare cost.**

Please contact the Human Resources Office for assistance or information, and remember to keep your contact information up to date. Thank you!

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