



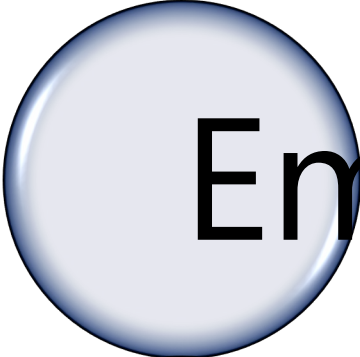
2026-2027 Annual Budget

March 30, 2026

School Board Work Session



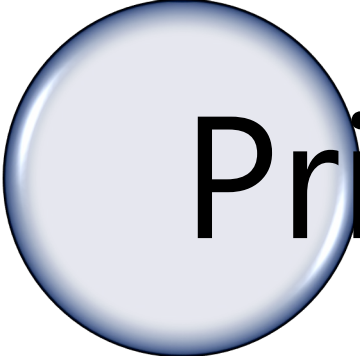
Agenda



Employee Insurances



Updated CIP



Priority List Options



Employee Insurances

- *Health Insurance*
- *Dental Insurance*
- *Vision Insurance*



Health Insurance

Plan

- Anthem renewal (7/1/26 – 6/30/27)
- This is 2 of 3 renewals allowed
- Self-insured
- Stop loss liability of \$250,000

Updates

- No change to deductible period
- No spousal exception
- Add Employee + children premium tier
- Active open enrollment



Health Insurance Plan Design (No Changes)

		KeyCare PPO 1000		HealthKeepers HMO 2000		HealthKeepers HMO 3400	
		Individual	Family	Individual	Family	Individual	Family
Employer HRA or HSA contribution		\$500	\$1,000	\$500	\$1,000	\$1,200	\$2,400
Deductible (first pay)	in-network	\$1,000	\$2,000	\$2,000	\$4,000	\$3,400	\$6,800
	out-of-network	\$1,500	\$3,000	\$3,000	\$6,000	\$4,000	\$8,000
Employee Coinsurance	in-network	20%	20%	20%	20%	20%	20%
	out-of-network	40%	40%	40%	40%	40%	40%
Maximum out-of-pocket	in-network	\$3,500	\$7,000	\$5,000	\$10,000	\$6,000	\$12,000
	out-of-network	\$5,250	\$10,500	\$7,500	\$14,000	\$7,500	\$14,000
Retail prescription copays		\$10 / \$25 / \$40 20% of Rx up to \$100		\$10 / \$40 / \$80 20% of Rx up to \$200		\$10 / \$40 / \$80	
Mail order prescription copays		2x Retail		2x Retail		-	
Prescription maximum out-of-pocket		\$2,500	\$10,000	Combined w/ medical		Combined w/ medical	

Routine Wellness Visits are 100% free to employee, otherwise deductible must be covered before coinsurance kicks in.

HRA prescriptions and HSA preventative prescriptions are subject to copays.

HSA non-preventative prescriptions are subject to deductible before copays kicks in.



Health Insurance Premiums Recommended

		2026 Current Rates				2027 Recommended Rates				
						<i>10.0% increase for employee and >22.5% for employer</i>				
		Employee	RCPS	Total	HRA	Employee	Change	RCPS	Total	HRA
KeyCare PPO 1000	Employee	185.00	740.00	925.00	500	203.50	18.50	929.62	1,133.12	500
	Employee + 1 Child	499.50	888.00	1,387.50	1,000	549.46	49.96	1,150.22	1,699.68	1,000
	Employee + Children	x	x	x	x	713.86	x	1,325.76	2,039.62	1,000
	Employee + Spouse	814.00	1,036.00	1,850.00	1,000	895.40	81.40	1,370.84	2,266.24	1,000
	Family	1,054.50	1,258.00	2,312.50	1,000	1,159.96	105.46	1,672.84	2,832.80	1,000
	School Couple	536.50	1,776.00	2,312.50	1,000	590.16	53.66	2,242.64	2,832.80	1,000
HealthKeepers HMO 2000	Employee	93.14	740.00	833.14	500	102.46	9.32	918.14	1,020.60	500
	Employee + 1 Child	361.72	888.00	1,249.72	1,000	397.90	36.18	1,133.00	1,530.90	1,000
	Employee + Children	x	x	x	x	551.12	x	1,285.96	1,837.08	1,000
	Employee + Spouse	630.28	1,036.00	1,666.28	1,000	693.30	63.02	1,347.90	2,041.20	1,000
	Family	824.86	1,258.00	2,082.86	1,000	907.34	82.48	1,644.16	2,551.50	1,000
	School Couple	306.86	1,776.00	2,082.86	1,000	337.54	30.68	2,213.96	2,551.50	1,000
HealthKeepers HMO 3400	Employee	-	740.00	740.00	1,200	-	-	906.50	906.50	1,200
	Employee + 1 Child	222.00	888.00	1,110.00	2,400	244.20	22.20	1,115.56	1,359.76	2,400
	Employee + Children	x	x	x	x	358.98	x	1,272.72	1,631.70	2,400
	Employee + Spouse	444.00	1,036.00	1,480.00	2,400	488.40	44.40	1,324.60	1,813.00	2,400
	Family	592.00	1,258.00	1,850.00	2,400	651.20	59.20	1,615.06	2,266.26	2,400
	School Couple	74.00	1,776.00	1,850.00	2,400	81.40	7.40	2,184.86	2,266.26	2,400



Dental Insurance

Plan

- Delta Dental renewal (7/1/26 – 6/30/27)
- Fully insured

Updates

- Pulled out of the consortium
- No changes to plan design
- Premium increases



Delta Dental of Virginia

		PPO	Premier	Out –of- Network
Annual Deductible	Individual	\$50	\$50	\$50
	Family	\$150	\$150	\$150
	Preventative Care	Waived	Waived	Waived
Annual Maximum	Per Person / Family	\$1,500	\$1,500	\$1,500
Preventative	Exams and x-rays	100%	100%	100%
Basic	Simple extractions, endo/periodontics	90%	80%	80%
Major	Crowns, bridges, implants	60%	50%	50%
	Orthodontics	Not covered	Not covered	Not covered

Dental Premiums (12-Month Rates)

	Employee	Employer	Total
Employee	16.11	25.38	41.49
Employee + 1 Person	35.08	32.38	67.46
Family	68.65	48.06	116.71
School Couple Family	48.85	67.86	116.71

Healthy Smile, Healthy You
 Special Health Care Needs
 Behavior Oral Health Report
 Virtual Dentist Visit
 Amplifon



Voluntary Vision Insurance

Plan

- Anthem renewal (7/1/26-6/30/30)
- Optional (fully paid by employee)

Updates

- No changes to plan design
- No changes to premium rates



Anthem Blue View Vision

	In-Network	Out-of-Network
Comprehensive Eye Exam	\$10 copay	Up to \$30 allowance
Eyeglass Frames	\$150 allowance, then 20% off remaining balance	Up to \$45 allowance
Eyeglass Lenses		
Single vision	\$20 copay	Up to \$25 allowance
Bifocal lenses	\$20 copay	Up to \$40 allowance
Trifocal lenses	\$20 copay	Up to \$55 allowance
Lenticular lenses	\$20 copay	Up to \$125 allowance
Contact Lenses		
Non-Disposable	\$150 allowance, then 15% off any remaining balance	Up to \$105 allowance
Disposable	\$150 allowance	Up to \$105 allowance
Non-elective	Covered in full	Up to \$210 allowance

Vision Premium (12-Month Rates)	
	Employee
Employee	5.94
Employee + Child(ren)	10.70
Employee + Spouse	10.70
Family	17.20

Anthem Whole Health Connection®

Same dedicated account team | Connected vision & medical | Health reminders



Updated CIP



Capital Improvement Plan (CIP)

Prior	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Total Project Costs
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Major capital special projects	-	-	600,000	600,000	600,000	600,000	600,000	600,000	600,000	600,000	600,000	7,200,964
County allocation for future bonds	-	-	20,000,000	-	20,000,000	20,000,000	-	20,000,000	20,000,000	-	20,000,000	165,946,000
County transfer for debt reserves	700,833	725,424	752,750	644,694	-	-	-	-	-	-	-	2,823,701
County transfer for refunding credits	117,931	114,831	74,943	74,631	3,987	4,012	-	-	-	-	-	390,335
General Fund transfer for CMP	-	1,500,000	1,750,000	2,000,000	2,250,000	2,500,000	2,750,000	3,000,000	3,250,000	3,500,000	4,000,000	26,500,000
Total funding sources	818,764	2,340,255	23,177,693	3,319,325	22,853,987	23,104,012	3,350,000	23,600,000	23,850,000	4,100,000	24,600,000	202,861,000

Renovate Arnold R. Burton for an Alternative Ed Public Day School	-	-	15,400,000	-	-	-	-	-	-	-	-	15,400,000	2,028
Northside Middle (1969) 109,889 square feet 642 enrollment 12/19/25	818,764	840,255	6,027,693	1,319,325	20,592,951	13,736,012	-	-	-	-	-	43,335,000	2031
Glenvar Elementary (1959) 52,325 square feet 341 enrollment 12/19/25	-	-	-	-	11,036	6,868,000	600,000	14,632,000	500,964	-	-	22,612,000	2034
Hidden Valley Middle (1972) 119,824 square feet 583 enrollment 12/19/25	-	-	-	-	-	-	5,968,000	20,099,036	600,000	20,600,000	-	64,711,000	2037
Burlington Elementary (1939) 68,149 square feet 426 enrollment 12/19/25	-	-	-	-	-	-	-	-	-	-	-	15,504,000	2039
Penn Forest Elementary (1972) 65,047 square feet 365 enrollment 12/19/25	-	-	-	-	-	-	-	-	-	-	-	14,799,000	2040
Capital Maintenance Plan	-	1,500,000	1,750,000	2,000,000	2,250,000	2,500,000	2,750,000	3,000,000	3,250,000	3,500,000	4,000,000	26,500,000	
Total capital projects	818,764	2,340,255	23,177,693	3,319,325	22,853,987	23,104,012	3,350,000	23,600,000	23,850,000	4,100,000	24,600,000	202,861,000	



Priority List Options



Priority List Options

- Option 1 {
- No changes to March 11, 2026 list
 - 3.5% Raise
- Option 2 {
- Reduce priorities by \$696,276
 - 4.0% Raise
- Option 3 {
- Reduce priorities by \$1,392,699
 - 4.50% Raise



Priority List Options 2 and 3 Details

	Option 2	Option 3
	4.0% Raise	4.50% Raise
Employee raise	614,140	1,228,514
VRS savings for teacher contribution rate reduction	82,136	164,185
Teacher substitute increase	(200,000)	(200,000)
Payroll lapse	-	(360,387)
HVAC parts price increases	9,013	(40,987)
Textbook Adoption Plan (English adoption)	(213,964)	(500,000)
Remove 6th grade from replacement plan and purchase extended warranties	(124,325)	(124,325)
Remove operating system cards to update panels	(167,000)	(167,000)

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Remaining Schedule



APRIL

- ☐ 04/07 Present Budget to BOS (per special request of staff)
- ☐ 04/22 General Assembly Special Session
- ☐ 04/23 General Assembly Vote on Budget

MAY

- ☐ 05/12 BOS: 1st Reading of Ordinance
- ☐ 05/26 BOS: 2nd Reading of Ordinance