

HEALTH AND WELFARE BENEFITS 2026-2027

Current Plans for <u>LEGACY</u> Employees	2026-27 Annual Premium (Health, Dental, Vision)	80/20 cost share for plans over \$20,000 (12 mos monthly)
Kaiser CDHP HSA 90 Single	\$9,581.88	\$0
PPO CDHP HSA 90 Single	\$10,859.64	\$0
PPO CDHP HSA 90 Two Party	\$18,600.36	\$0
Kaiser CDHP HSA 90 Two Party	\$17,616.19	\$0
Traditional Kaiser Composite rate	\$23,061.12	\$384.35/month
PPO CDHP HSA 90 Family	\$24,936.30	\$415.61/month
Kaiser CDHP HSA 90 Family	\$24,284.76	\$404.75/month
Traditional PPO Composite rate	\$25,912.00	\$431.87/month
Proposed Additional Plans		
PPO CDHP HSA 80 Single	\$8,865.48	\$0
PPO CDHP HSA 80 Two Party	\$14,957.04	\$0
PPO CDHP HSA 80 Family	\$19,943.16	\$0

Kaiser HSA 80 Single	\$9,615.60	\$0
Kaiser HSA 80 Two Party	\$17,685.48	\$0
Kaiser HSA 80 Family	\$24,383.52	\$406.39*

HEALTH AND WELFARE BENEFITS 2026-2027

Current Plans for <u>NON-LEGACY</u> Employees	2026-27 Annual Premium (Health, Dental, Vision)	80/20 cost share for plans over \$18,000 (12 mos monthly)
Kaiser CDHP HSA 90 Single	\$9,581.88	\$0
PPO CDHP HSA 90 Single	\$10,859.64	\$0
PPO CDHP HSA 90 Two Party	\$18,600.36	\$310.01/month
Kaiser CDHP HSA 90 Two Party	\$17,616.19	\$0
Traditional Kaiser Composite rate	\$23,061.12	\$384.35/month
PPO CDHP HSA 90 Family	\$24,936.30	\$415.61/month
Kaiser CDHP HSA 90 Family	\$24,284.76	\$404.75/month
Traditional PPO Composite rate	\$25,912.00	\$431.87/month

Proposed Additional Plans		
PPO CDHP HSA 80 Single	\$8,865.48	\$0
PPO CDHP HSA 80 Two Party	\$14,957.04	\$0
PPO CDHP HSA 80 Family	\$19,943.16	\$332.39/month
Kaiser HSA 80 Single	\$9,615.60	\$0
Kaiser HSA 80 Two Party	\$17,685.48	\$0
Kaiser HSA 80 Family	\$24,383.52	\$406.39/month

Legacy employees are those employed by the District on or before February 13, 2024. Non-legacy employees were hired on or after February 14, 2024.