

UNDERSTANDING YOUR 2027 "EMPLOYEE ONLY" MEDICAL INSURANCE PER CHECK DEDUCTIONS

As previously communicated, effective **January 1, 2027**, employees enrolled in the **Premier Plan** or **Premier Plus Plan** will contribute toward the cost of their **Employee Only Medical Insurance coverage**.

To help employees understand their **Employee Only** medical insurance premium contributions, we have attached the **2027 Medical Contribution Rates** for **Employee Only coverage**. The attachment provides costs by **salary band, annual contribution, monthly contribution, and per-paycheck deduction**.

How Your Per-Paycheck Deduction Is Calculated

Your medical insurance deduction varies, depending on:

1. Your Base Salary, and
2. The number of paychecks from which insurance deductions are taken.

Depending on your work schedule, insurance deductions are spread across either **18, 20, or 24 paychecks**.

Important to Know

Insurance deductions are **not taken from every paycheck you receive**.

For example:

12-Month Employees

- Receive **26 bi-weekly paychecks** each year; Insurance premiums (Medical, Dental, Vision, Life, and Disability) are deducted from **24 paychecks**.

11-Month Employees

- Receive **22 bi-weekly paychecks** each year; Insurance premiums are deducted from **20 paychecks**.

10-Month School-Based Employees (Teachers, Teacher Assistants, Security Specialists)

- Receive **22 bi-weekly paychecks** each year; Insurance premiums are deducted from **20 paychecks**.

10-Month District-Based Employees (Bus Operators, Bus Attendants, Food Service)

- Receive **20 bi-weekly paychecks** each year; Insurance premiums are deducted from **18 paychecks**.

REMINDER: Employees enrolled in the **Premier Choice HSA Plan** will continue to receive their Medical "Employee Only" coverage at zero cost.