



# PROPOSED CHANGE TO EMPLOYEE HEALTH PLAN PREMIUMS

KPBSD is working with the unions on a proposal that would reduce the Employee-Only premium to \$0 per month upon ratification.

## How It Helps Everyone

If the Employee-Only tier is reduced to \$0, then all other tiers will also be reduced by that same amount, including:

- Employee + Spouse
- Employee + Children
- Employee + Family

This means every enrolled employee will see a lower monthly premium, no matter which tier they choose.

### Current Rates per Tier:

	<u>12 Month</u>	<u>9 Month</u>
Tier 1 (EE Only):	\$220.04	\$293.38
Tier 2 (EE+Spouse):	\$484.08	\$645.44
Tier 3 (EE+Children):	\$418.07	\$557.42
Tier 4 (EE+Family):	\$704.12	\$938.82

### Proposed Rates per Tier:

	<u>12 Month</u>	<u>9 Month</u>	<u>\$ SAVINGS</u>	<u>% SAVINGS</u>
Tier 1 (EE Only):	\$0	\$0	\$2,640.48	100%
Tier 2 (EE+Spouse):	\$264.04	\$352.05	\$2,640.48	45.46%
Tier 3 (EE+Children):	\$198.03	\$264.03	\$2,640.48	52.63%
Tier 4 (EE+Family):	\$484.08	\$645.43	\$2,640.48	31.25%

*\*Part of the package proposal from the District to the Associations on 12/16/2025*