



PROPOSED CHANGE TO EMPLOYEE HEALTH PLAN PREMIUMS

KPBSD is proposing to adjust the Health Care Cost contribution structure from an 85%/15% split to a 90%/10% split, increasing the District's share and reducing the employee portion.

How It Helps Everyone

Reducing the employee share from 15% to 10% represents a 32.14% reduction in the employee portion of premiums.

Every enrolled employee would see a lower monthly payroll deduction, regardless of the tier selected.

Current Rates per Tier (85% / 15%):

	<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 (90% / 10%):

	<u>12 Month</u>	<u>9 Month</u>	<u>\$ SAVINGS</u>	<u>% SAVINGS</u>
Tier 1 (EE Only):	\$149.32	\$199.09	\$848.64	32.14%
Tier 2 (EE+Spouse):	\$328.50	\$438.00	\$1,866.96	32.14%
Tier 3 (EE+Children):	\$283.71	\$378.27	\$1,612.32	32.14%
Tier 4 (EE+Family):	\$477.82	\$637.09	\$2,715.60	32.14%

**Part of the package proposal from the District to the Associations on 2/25/2026 & 2/26/2026*