

10. NEW BUSINESS

10.3. FISCAL YEAR 2026 STAFF BENEFITS – NON-BARGAINING STAFF MEDICAL INSURANCE PREMIUM CONTRIBUTION

In alignment with updated Board guidance to maintain a competitive, fiscally-sustainable medical insurance benefit program with expanded employee options, Administration recommends increasing the number of medical plans from two to four with varying employee cost share by plan and coverage tier consistent with education benchmark medical cost share data for eligible non-bargaining staff for FY26.

Job Family	Coverage Tier	Blue Advantage HMO (New)	HMO Illinois	PPO with Health Savings Account (New)	PPO
Classified and Specialist	Employee Only	13%	15%	18%	15%
	Employee + Child(ren)	13%	15%	18%	15%
	Employee + Spouse	15%	17%	20%	17%
	Employee + Family	20%	20%	20%	20%
Administrative and Professional	Employee Only	18%	20%	18%	22%
	Employee + Child(ren)	18%	20%	18%	22%
	Employee + Spouse	20%	22%	20%	23%
	Employee + Family	20%	22%	20%	23%
Recommendation: Approve the non-bargaining staff premium contribution percentages as described above, effective July 1, 2025.					